

PROCEEDINGS OF THE BROWN COUNTY
EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, October 12, 2015 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisors Patrick Moynihan, Bernie Erickson, Steven Fewell, John Van Dyck, Pat Buckley, Dan Robinson

Excused: Supervisor Patrick Evans

Also Present:

Supervisors Sieber and Gruszynski

Sandy Juno (County Clerk)

Dan Process (Internal Auditor)

Neil Anderson (NEW Zoo Director)

Pat Jelen (NEW Zoo Operations Mgr)

Paul Zeller (Treasurer)

Paul Fontecchio (Public Works Engineering Mgr)

Jeff Oudeans (Facility Projects Manager)

Chuck Lamine (Planning Director)

Erik Pritzl (Director of Human Services)

Warren Kraft (Human Resources Director)

Troy Streckenbach (County Executive)

Chad Weininger (Director of Administration)

Cindy Van Asten (M3 Insurance Consultant)

Kristen Hooker (Asst Corp Counsel)

Brent Haroldson (Asst Corp Counsel)

Kate Bartell, Kathy Zarzynski, Jan Harrig,

Dr. Loren Fuglestad, Alethia Hughes, (Bellin)

News media and other interested parties

I. Call meeting to order.

The meeting was called to order by Chair Tom Lund at 5:30 pm.

II. Approve/modify agenda.

Chair Lund wished to strike Item 27a from the agenda and indicated that this Item will be taken at a special Executive Committee meeting on November 9, 2015. Lund also indicated that Item 28 could be struck from the agenda.

Supervisor Fewell noted there were a number of people in attendance who wished to speak and Lund responded that he would allow that under comments from the public. Further, Fewell questioned the legality of striking these items from the agenda five hours before the meeting and he also questioned taking this up on November 9 as that will be after the budget is passed and some of these items relate to salaries and benefits. Robinson felt that this should be kept on the agenda so we can talk about it as he felt there may be people who wish to come and hear the conversation. Fewell noted that if these Items were struck from the agenda, there will be no discussion. Lund stated that the entire issue of the class and comp will be taken up at a special Executive Committee meeting on November 9, 2015.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to amend the agenda to move Item 22a after comments from the public followed by Item 16a. Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/modify Minutes of September 8, 2015.

Motion made by Supervisor Van Dyck, seconded by Supervisor Fewell to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public:

-Marty Adams, 1848 Mill Road, Greenleaf, Wisconsin

Adams provided handouts to the Committee, a copy of which is attached. He has been a sanitarian in the Health

Department for 20+ years. He wants the Committee to look at the deductibles and co-pays for the Ashwaubenon School District on the handout and compare them to what is being proposed for the employees of Brown County. Adams brought forward a plan from the state a month ago and talked about one of his co-workers leaving the Health Department and going to work for the state and having a \$2,000 deductible for a family plan. Brown County's deductible is over \$17,000 and some of the proposals brought forth by the consultant that the county spent thousands and thousands of dollars on raise it to \$20,000. Adams felt that this was an incompetent waste of taxpayer dollars. Figures he has from what consultants were paid in 2007 compared to what is being paid to the consultants in 2014 are ridiculous and the numbers are being approved by the Board.

Adams continued that the family deductible for the Ashwaubenon School District proposed for 2016 is \$1,000 for deductible for out of network providers with a family out of pocket maximum of \$3,000 out of network. Some of the proposals brought forth by Brown County have deductibles of \$20,000. For an employee making \$10 an hour, all of their salary would be eaten up if they had someone out of network and that does happen.

Adams also provided the Committee with a health plan performance monitor prepared for Brown County in December, 2007 by M3 which shows the single policy in 2007 for an employee was \$611.17. Right now the County is paying less premium for a single policy and he asked the Committee to name one business that has lower health care costs from eight years ago. He does not know a single company in the entire country other than those who have eliminated health insurance for their employees. The day Brown County eliminates insurance is the day he walks off the job along with a lot of others. He felt the County is going fast down that road.

Adams continued that the proposed cost that was presented by M3 was \$519.37 for a single. Eight years ago it was \$611.17, almost \$90 less than seven years ago, or 15 – 20% less than the County is paying for health insurance than eight years ago. He has heard over and over from politicians how the County needs to get like the private sector. He would like the politicians to put in the newspaper tomorrow all of the companies that have 20% lower costs from eight years ago for employee health insurance. The family plan forecast for 2016 is \$1,382 according to the fact sheet from M3. In 2008 this family plan was \$1,614.84. This is more than \$200 less than it was eight years ago. Adams said it was time to stop balancing the budget on the backs of the employees.

Adams also called the Committee's attention to the fixed cost analysis – administration which was \$405,562 in 2007 on claims of \$21 million dollars. The administrative costs in 2014 on medical claims of \$12 million dollars, the cost went up to \$650,000. They are paying \$9 million dollars less in claims and have raised the cost by \$200,000+. He suggested that M3 be fired for their ridiculous fees. Their fees are absolutely ridiculous and the Board is approving it. Adams felt the problem is that nobody from the employees are allowed to see the figures because there is no employee benefit committee like used to exist to get all these figures and monitor them and have them under control and this has fallen on deaf ears on this County Board and this administration.

Chair Lund advised Adams to stop pointing at the Committee because Item 19 on the Agenda is Chairman Moynihan's request for consideration of an employee benefits advisory committee.

Adams continued that what the County is proposing for costs from 2014 and 2015 is worse, not better. He does not see any proposal that will make things better for the employees. He was on the benefit committee for 15 year and sold private insurance for 10 years so he knows. The cost has gone through the roof for what the County is paying administratively, there is less paid to the employees on far, far fewer claims. The reports are either false or accurate and he feels that they are accurate.

Adams also brought forward that administrative went from \$405,000 to \$649,000. The reinsurance premium at that time in 2007 was under \$300,000 and it is now \$572,000. Again, we went from \$21 million dollars in claims down to \$12 million dollars and the reinsurance premium has almost doubled. He urged the Committee to fire the company that they are doing the reinsurance for because we are getting a lot less claims and the employees are getting nothing. Adams said that nobody from the employee side is watching this because the County Board will not show this information to the public and it is a disgrace. The costs have gone through the roof while payment to the employees has fallen to nothing. That is why there is a \$20,000 deductible being proposed and \$14,000 out of network right now with a \$3,000 copay for prescriptions and it keeps getting worse. It is all being paid out to the big companies.

Adams continued that the Health Department has been asked to move downtown. He provides a vehicle to drive and has done so for the last 20+ years. He is now being told he has to move downtown and pay \$70 for a parking spot and walk three blocks. He said that there are no other departments that are required to provide their own vehicle and required to buy a parking spot. He stated that he has asked multiple people and nobody has told him that they are required to provide a vehicle and purchase a parking spot. He does not think it is fair that he has to do this when nobody else does. He stated that he has looked at some other companies such as Fort Howard who just put in a new lot, but employees do not have to pay a parking fee. Schneider National does not have a requirement of a vehicle or a parking spot. He also noted that he does not even get the IRS rate for mileage on his vehicle because apparently the gas price in Green Bay is 20% less than the national average, despite what the TV says. The vehicle is 20% less than the national average and so are the tires, despite what is on the sticker. He also provides his own vehicle insurance. Not one single cost is lower but he is being paid less and he is damn mad.

Adams stated that if the County is looking to raise money, he can make suggestions. He noted that earlier this summer his department was offered that option but from what he has been told, not a single option was accepted. He has been in properties that have been condemned because of cockroaches, bedbugs, rats, no heat, no water, sewer overflowing, filthy and disgusting and we can't raise a penny for those properties but you can raise it for County employees who show up for work and do their jobs. That is pathetic and he has had enough.

-Cindy Pfeffer, 1162 Swan Road, De Pere, Wisconsin

Pfeffer said that the employees feel like they are begging to be treated the way they feel they deserve to be treated. She stated that they often hear they are valuable employees who have a lot of knowledge base and longevity in the departments they work in and she asked that they be treated that way. Pfeffer said it comes out in words how the Board feels but it is not necessarily how the employees feel they are treated. She continued that many employees have reached a high in their income and are never going to get raises that amount to anything because there are so many co-pays and deductibles and paying into retirement. She continued that sometimes it feels that not only is the County Board balancing the budget on the backs of employees but that the taxes are coming on their backs as well. Pfeffer also mentioned the fact that the Sheriff's Department still has unions and were given pretty exorbitant pay raises to take care of the fact that they had to pay into their pension and she asked if that was also partly on the other employees backs because taxes could not be raised. Further, the fact that they maybe do not have to do the same things for insurance that the rest of the employees have to do and is that being balanced on everyone's else's backs to cover for their unions? Pfeffer felt it was unrealistic to believe that things like toilet paper and automobiles are not going to increase in price and it is also unrealistic to believe that taxes are not going to go up. She stated that the county does not provide a product, they provide a service and it is unrealistic for anyone to believe that the services are going to be continually better and continually offered without taxes going up. The salaries of the employees is the only real bill the County has and she would ask that that be considered and she respectfully thanked the Committee for the opportunity to speak and asked that they very sincerely when decisions are being made, don't just talk the talk but to also think about how their actions make the long-term employees feel.

-Cheryl Skenandore, 2688 Vonda Drive, Green Bay, Wisconsin

Skenandore stated she has worked for Brown County Human Services for 25 years. She wished to reiterate what Pfeffer said with regard to feeling that every year they are falling behind overall financially because of higher premiums, deductibles and co-pays. She also felt that it is possibly unrealistic to think that the County is never going to have to raise taxes or take more from the levy to help out with some of these items. She noted that they did get a pay increase the last two years but before that wages were frozen for 3 or 4 years. Skenandore disagreed with County Executive Streckenbach that it is a nationwide trend that agencies and businesses just are not going to keep employees. She felt that there is a difference with the younger generation in terms of being more mobile, but she also felt that Brown County is a small community and we do have people living and working here long term. There are always people coming and going, but she felt there must be statistics as to how much turnover there is, especially in Human Services where people are just not sticking around because they are frozen at wages and they see new coworkers come in 4 or 5 steps above them because they negotiated a higher wage to begin with.

With regard to the insurance, Skenandore has seen several of the plans that were brought forward and it seems to her that there is just cost shifting from one area to another. She recalled that Supervisor Van Dyck asked for a more easily readable document, but nothing she has reviewed was easily readable. As far as employees feeling they are

being listened to and respected and valued, it has to do with communication and she has talked about several things that were not communicated well to employees. When she was at the September meeting they were told that there was a form that could be filled out by a doctor regarding any hereditary factors or if they were currently working on a weighted health issue that is considered in the personal health assessment (PHA). She noted that she has high cholesterol but takes medication and works out and takes care of herself. In her mind a good communication would have been that the information discussed at the meeting be sent out to employees and put on the website where the other alternatives are listed. She felt that the procedure is super complicated. She sent an e-mail to HR regarding this and she received a medical conditions guideline and found there is a 2 month timeline from the time you get the PHA numbers to have a doctor fill the form out and she did send the form to her doctor who completed it and sent it in. The problem, through is that this form was not sent out to the rest of the employees or put on the website for employees to see. She felt it was important to pass this type of information along to employees so they can be in the most appropriate category.

Skenandore continued that there was confusion with regard to the tier one things. She stated that she had spoken with a benefits specialist in HR last week because in looking at the information she received regarding the proposal on insurance, it states that for 2016 the rollover on the HRA cannot exceed the deductible and the VEBA was eliminated. Skenandore was advised that she would not be losing money in the VEBA or HRA but then she got an e-mail today that had information that the HRA money over the maximum will not transfer to a VEBA account. This is confusing and she hopes that this is not the case as she is working hard not to use county monies but then if you do not use it you do not get to transfer it and have it available to help pay for insurance down the road. She does not want this to be missed so it does not slide by in the whole insurance discussion. Skenandore noted that she had sent out some information on a plan that Fond du Lac County has to show that the entire plan is laid out on one sheet of paper and had a power point with it and there were even little cheerleading statements that let employees know what they were doing well. She does not want to feel like employees are being tricked about all the ways they can save money, but it seems like that due to the lack of communication. She knows that there is turnover in HR yearly, but the County Executive has been here for a long time and other key players have been here. She knows everyone is working hard, but the employees in the county environment are the most valuable commodity. They work hard and take on extra duties and have more and more people on their case load every year and they are not feeling valued.

Skenandore also noted that communication coming down from HR regarding different issues is not coming and she felt that that needs to be solidified so employees know they are valued and want to stay at the county.

-Kathy Stenson, 1519 West Paulson Rd., Ashwaubenon, Wisconsin

-Stenson said she has been employed by Brown County for the past 20 years. As a social worker/case manager she worked over the years with a wide variety of the most vulnerable people in the community. Today she stood before the Committee feeling as if she was now somewhat of a member of that population – vulnerable. She continued that she has never spoken here before and was fearful of standing in front of the Committee and being too upset to speak and she knows that others feel the same way. Stenson wished to thank all of her fellow county employees for coming here before her to speak on behalf of those who were not as assertive or well spoken. Stenson said she is not a numbers person and did not have calculations to tell the Committee how much she paid in medical bills. What she could tell the Committee is that she is one of the many employees who were just so overwhelmed by the complexity of insurance and the costs that they have simply given up the fight. She did not have the energy to sit on the phone hour after hour fighting for the benefits confusingly outlined in these insurance plans. She has a child with a special medical need that costs a fortune and each year the costs went up. For the past 9 years since her daughter was diagnosed Stenson has been able to keep her head above water and pay her bills regularly. This year she had her own unexpected health procedure to pay for. For the 20 years that she has worked for the county she has been able to support her family and the community that she loves but this year, for the first time she found herself dealing with a collection agency for medical bills. She reiterated that she is overwhelmed and has given up the fight – stealing from Peter to pay Paul was no longer working. She asked the Committee to please not continue to put the brunt of the county budget problems on the backs of the hard workers they employ as their backs are already breaking.

Supervisor Erickson encouraged the employees in attendance to stick around for Item 16a that deals with insurance. He hoped that the employees are aware that as of September 1 those who are insured with the County

can use the Bellin Urgent Care clinics located in Shopko facilities at no charge. This is a good deal and covers an array of different issues.

Although shown in proper format here, Item 22a was taken at this time.

Supervisor Buckley arrived at 6:07pm.

1. Airport – Housekeeper - Vacated – 9/11/15.
2. Child Support - Child Support Specialist - Enforcement (x2) – Vacated - 10/9/15; 10/14/15.
3. Corporation Counsel – Lead Assistant Corporation Counsel (Child Support) - Vacated – 10/9/15.
4. Corporation Counsel – Assistant Corporation Counsel (Child Support) - Vacated – 10/9/15.
5. Human Services – Economic Support Specialist (x2) - Vacated – 9/25/15; 10/9/15.
6. Human Services (CTC) – Clinical Social Worker – Adult Inpatient Unit - Vacated – 9/8/15.
7. Human Services (CTC) – Director of Nursing Home - Vacated – 9/28/15.
8. Human Services (CTC) – Social Worker/Case Manager (Treatment Court) - Vacated – 9/15/15.
9. Museum – Education Specialist - Vacated – 9/8/15.
10. Museum – Technician (Research) - Vacated – 10/13/15.
11. Public Works (Facility Maintenance) - Facility Worker (.5 FTE) – Vacated - 9/24/15.
12. Public Works (Highway) – Highway Crew - Vacated – 10/1/15.
13. Zoo & Park Management (Parks) – Park Ranger - 9/30/15.
14. Public Works (Highway) – Operations Manager - Vacated – 8/3/15. *See Item 15.*
15. Public Works (Highway) – Superintendent - Vacated – 8/4/15. *August motion: To hold for one month; September motions: To hold Items for another month- Carried 5 to 1; To reconsider Items – Carried 5 to 1; To approve Items with the caveat to post the positions but not to hire until after the final determination of all aspects of the grievance was made – Motion Failed 4 to 2.*

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to suspend the rules to take Items 1-13 together. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to approve Items 1-13. Nay: Buckley. Vote taken. MOTION CARRIED 6 to 1

Motion made by Supervisor Erickson, seconded by Supervisor Robinson to hold Items 14 & 15 until the December meeting. Vote taken. Nay: Fewell, Van Dyck, Buckley, Moynihan, Lund, Robinson. MOTION FAILED 6 to 1.

Van Dyck stated that he voted to hold these last time but he really would like to see more information or some resolution. He does not like this being pushed off again and again. Weininger stated that an IHO has been assigned and they will be setting up meetings to hear the case, but he does not know how long that will take although he'd like it to be as soon as possible. The policy question for the Committee is if someone is going through the grievance process, do they prefer to hold the positions open or go out to the market and see what is there.

Robinson asked if it would be possible to start the process but hold the hiring until after the grievance. Lund stated that that is what Weininger suggested and Robinson felt it would be strange to hire someone before the grievance process is concluded. Erickson noted that the positions in questions are filled right now on a temporary basis.

Van Dyck asked Weininger if there are other positions in the county where an employee has been terminated and then the process to hire someone has begun not knowing whether there would be a grievance coming through. Lund noted that that was done in Human Services and Kraft commented that since he has been here the short answer is yes and it is reflective of the departments' presentation to the Committee. Van Dyck asked what is so special about these two positions and Erickson noted that this cannot be discussed. Fewell stated that this is one of the things that really bothers him, that we can't talk about this, yet supervisors have distributed information and background on this and at some point he feels that the ability to even participate in the grievance is compromised. Lund agreed and said that he has not spoken to either of the people or anyone about this because the Committee is going to have to be the ultimate arbitrators on the grievance. Erickson stated that he has not talked to anyone

about this either and Fewell noted that some people have talked about it and there is information that has already been distributed. Corporation Counsel Juliana Ruenzel said the Committee should get back to the agenda item. The scope here is whether to go ahead with the hiring process.

Van Dyck asked if by making this motion and approving this is it giving approval to hire. Lund explained that it is giving the approval to start the process. Van Dyck asked if this is followed through on, if it gives administration the ability to go out and interview and hire the positions without coming back and Fewell stated that they cannot hire until it is approved by the Board. Van Dyck stated that assuming this Committee is going to pass it on, it is under the presumption that it could be hired and Lund stated that that is correct and Van Dyck stated that he will not vote for this.

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to approve Items with the caveat to post the positions but not to hire until after the final determination of all aspects of the grievance was made. Vote taken. Nay: Erickson. MOTION CARRIED 6 to 1.

Legal Bills

16. Review and Possible Action on Legal Bills to be paid.

Motion made by Supervisor Fewell, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

PRESENTATION RE: HEALTH INSURANCE OPTIONS

16a. Discussion, review and possible action regarding health insurance options.

Erickson thanked Bellin for their informative presentation earlier in the meeting. He recalled that at the last meeting he made a motion to extend employees the option to submit their physicians' physical results through November 16, 2015 as an option to the PHA. That motion was carried unanimously and Erickson asked if that was going to be addressed tonight. Human Resources Director Warren Kraft stated that as soon as the Committee approved it, it was put in place. Robinson stated that this seems to be unknown to the employees and the employees in the audience indicated they were not made aware of this option.

Van Dyck was curious to know the Committee's feelings on this as this is not the first time this has been brought up. He finds it frustrating that there are 8 out of 26 supervisors here to hear this and so everyone will have to sit through this all over again at the Board meeting so the rest of the Board can hear this to take a vote. Van Dyck is tempted to make a motion to defer this to a special meeting or something similar as he is very frustrated to sit through this over and over and over again because people do not take the time or initiative to come and hear the information first hand.

Lund stated that what he would like is a presentation of the options so the Executive Committee could pick one of the options before the full Board meeting so there is some direction. Buckley said that this will not matter because the entire thing will be discussed at the Board meeting anyway. Fewell added that it would be nice for more than eight supervisors to know what is going on. Lund said he had encouraged supervisors to come to this meeting if they were interested in these issues, but nobody does. He noted that there were eight supervisors at this meeting and an interested audience who wants to know what the Committee is thinking. Robinson added that some supervisors have conflicts with meeting dates, but he does take the time to read the minutes for which a conscious decision was made to have extensive notes after meetings, and he felt there was some value in having a presentation and then reviewing the notes. Fewell also noted that there are a lot of employees here and he would like to hear the presentation tonight and then have time to digest the information prior to the County Board meeting.

Human Resources Director Warren Kraft noted that the Supervisors asked for various options to be presented and he introduced Cindy Van Asten of M3 who will go through the options. As a recap, Kraft said that what the Supervisors were looking for is what the dollars would look like if we went back to the 2014 plan versus what it looks like this year versus what is being proposed for next year. Secondly, they wanted to look at other options

such as broad network, narrow network and further, what a fully insured plan would look like versus the current self-insured plan.

Lund asked Kraft if anyone looked at the information that was provided regarding the Fond du Lac plan that was provided earlier. Kraft stated that he did look at the Fond du Lac plan along with plans from a number of other area organizations to compare them to what Brown County currently has. The Fond du Lac County plan would cost Brown County approximately \$2 - \$3 million dollars more than what is currently paid because it is a fully insured plan as opposed to what Brown County has.

Van Asten reviewed the insurance handout, a copy of which is attached, with the Committee. She started on Page A1. The 2014 UMR plan is shown on the handout including the rates. When they were looking at 2015, the plan was calling for a 9.4% increase with no changes. They brought to the Board the 2015 plan that is currently in place with the tiered network option and the urgent care co pays and emergency room co pays were increased to keep the rates flat. The recommendation to 2016 on the plan design is to hold the current plan flat, meaning the rates would stay the same and there will be no changes to the plan design. The rates were held flat in 2014, 2015 and the proposal for 2016. In 2014 to 2015 there were some plan design changes to accomplish that.

With regard to the rates, Robinson noted the employee rates, but he does not see what the County is paying. Van Asten responded that the premium shown on the handout is the entire monthly premium and the employees pay 12% of the premium or \$62.32 for single coverage. The family employee contribution is \$165.85. The County's rate on the single plan is \$457 and on the family plan it is \$1,216. Kraft noted that the other piece that is under the current program, if an employee does not take the PHA, that employee pays 17%. Lund asked how much the tobacco users pay and Kraft responded that at this time those employees pay the same amount as any other employee who has taken the PHA pays. Kraft said what the County Board put in place is that the PHA score funds the health reimbursement dollar contribution from the County so if an employee scores in the standard category for example, that employee is able to take the RAS (reasonable alternative standard) and move up the scale which will increase the HRA dollars that the County will pay over to the employee. What is before the Committee at this time is simply the basic outline of what an insurance plan would look like, but none of the documentation reflects what the County pays in HRA dollars. Robinson asked Kraft to provide numbers as to what is put into the HRA accounts. Fewell asked if there is a cap on the HRA for the public safety employees. Kraft responded that those employees can participate in the same HRA program that is available to the rest of the employees. Fewell asked again if it is capped and Kraft responded that they are following the same reimbursement schedule and it is a voluntary thing that predecessors did; it is not in their contract.

Van Dyck asked for clarification on the proposed 2016 plan and asked if all of the rest of the items shown are still in play. Van Asten stated that all we are dealing with at this time is the plan design, options and rates for the plans. Van Asten continued that the PHA has to do with the employees' contribution to either the premium or the HRA. It really does not have anything to do with the plan design. The PHA is really talking about the contribution rates and not the plan design.

Van Asten continued that there are no proposed plan changes to the design in 2016. Robinson noted that it was brought up earlier in the meeting that in 2007 the county was paying \$611 per month for a single person but now the County is paying \$160 less than in 2007 and he asked if that is typical. Van Asten responded that Brown County is a self-funded plan. In 2007 there was a much lower deductible health plan in place and the way the premiums are set are calculating what the utilization is within the plan and the plan design. The higher the deductible is in a plan, the lower the rates will be. Robinson asked that per employee, when figuring in the health reimbursement and everything else, is the County spending less per employee on health coverage now than it did in 2007. Van Asten responded that without having the documents for review, she cannot answer that question. Fewell said he has been here long enough to know that the county ended up having a fairly sizeable surplus in the health fund because the expenditures were less than what was taken in and at that point there were decisions by a former County Executive to reduce the premiums so that they were more reflective of what the expenditures were. Robinson wants to figure out if the county is now paying less per employee than they did in the past. Van Asten stated that there are a few things to note when talking about 2007. For one thing, there was a completely different plan design and when you shift the deductibles the premiums are lowered. Secondly, there was a different network in place in 2007 and the figures previously provided did not include the provider network fees or

administration fees. Administration fees are the fees paid to UMR to process claim administration. In 2009 the county moved to a different provider network, Choice Plus, which we are still in today. Moving to the Choice Plus network decreased claims costs significantly and at that point in time there was different administration in place and that administration wanted to take a decrease in rates because there was about \$1.5 million dollars savings from changing to that network and at that point rates were decreased. Changes in plan design and network have driven costs differently. Robinson said his question is are the employees paying more while the county is paying less. Van Asten responded that deductibles have been shifted which put more burden into the employee's out of pocket costs for deductibles. Robinson asked again if the County is paying less per employee now than it was in 2007. Van Asten responded that the answer would be yes, because the rates are reduced and instead of a \$600 premium rate it is a \$500 premium rate in which the county pays a percentage. Robinson said that the county's costs are going down per employee and Van Asten added that the employee costs have gone down in this particular place as well from a premium cost, however, those employees in the audience disagreed with this.

Lund asked if the county stays with the same plan, if statistically there would be less claims for next year because apparently the overall population is healthier. Van Asten responded that last year when the Board made the decision to not go with the contingent based outcome rate, that reflected in the budget of just over \$800,000 and instead the scores on the HRAs went toward contributions in the HRA. In this particular handout, none of this makes out for the \$800,000 that was changed last year.

Van Asten directed the Committee's attention to Page A2. Under the first point, it looks at eliminating the doctor tiering designation program. If this tiering designation program were eliminated and the rest of the plan remains the same, the premium increase in 2016 would be 5.3%. The premium would go from \$519 to \$546.87 for a single and \$1,455.28 for a family.

Van Asten continued that option B again eliminates the tiering designation program but attempting to hold the rates flat at \$519.37 and \$1,382.09 the plan would have to change to have a \$2,500 single and \$5,000 family in network deductible to hold the premiums where they currently are.

Option C, eliminating the doctor tiering designation program and attempting to hold the premium rates flat from 2015 into 2016, this is a health saving account (HSA) option. With an HSA everything goes towards the deductible before the plan pays out any benefits, including pharmacy. In the family deductible of HSA whether there are two or more people on the plan, the family deductible has to be paid in full before the plan begins to pay. The HSA option also allows employees to put dollars into the HSA above and beyond the deductible limits.

Option D eliminates the doctor tiering option and is an attempt to say "what does the plan need to look like to make up the \$800,000 budget shortfall from last year". This is a plan that shows what the deductibles would look like to overall add an additional \$800,000 to the budget with a 4.6% decrease in rates.

Van Asten continued that if the Board was looking to get the budget deficit of \$880,000, the employee premiums could be increased to 16.3% over the 12% and Options A, B and C do not account for the budget deficit. Option D is the only option that looks at making up the deficit.

Van Dyck asked if the plan proposed at the last meeting was intended to make up the deficiency. Van Asten responded that what was proposed on Page A1 is the plan that has always been proposed. What really gets at the \$800,000 is the outcome based plan. Weininger added that when the budget was done last year and this issue was debated by the Committee and the Board, the County Executive put forth the proposal with the tiered system. The tiered system, on average would have saved about \$880,000 but instead this was pushed out one year to see what would happen with the claims. Based on that, the direction of the Board was to go down this one path, but if we would have gone down that one path that \$880,000 would have been made up. What was done this year was make the tiers connected to the HRA contribution and the reason the Board decided to do that was because it is not really money out of the pocket of the employees, it is the amount that would be contributed to them to help build the bucket for the high cost deductible. Further, the employees would have the opportunity to get used to doing the PHA participant based to re-earn dollars. Weininger continued that he had the new Finance Director look at these numbers and work with 3M and he believes that the claims are coming down and are a lot less than what was anticipated. The goal of the fund balance was to fund the HRAs out of the balance and bring the balance down

to a better level. The concern was with the claims coming in last year and the expenses of the HRAs going out, there was a steep curve and they were projecting a \$2.7 million dollar shortfall, but right now we are anticipating having about a \$1 - \$1.5 million dollar shortfall. Based on projections from Finance, Weininger believes that we can continue the tier system as it is currently set up through the HRA instead of tying it to premiums. The other thing that the Committee and Board could do on the HRA dollars is instead of going with a plan that is proposed, they could allow the employees to keep their HRA buckets internally and let them continue to fill above the amount of the deductible, so if there is a catastrophic year, they do not have to start from zero the following year. Given where things are right now, Weininger felt that there is some flexibility and we could allow them to fill the buckets up but we would have to look at it again next year.

Weininger noted that the budget is started earlier in the year and they don't know what all of the trend lines are at that time. When it gets to this point of the year they get a better idea of where the numbers are. At this time claims are doing a much better job than what was anticipated. Weininger believed that moving forward we could keep the same proposal, however having the tiered system connected to the premiums we could continue to have the tiered system connected to the HRAs. He felt this would be helpful and cause less confusion to the employees. Weininger continued that when the fund balance is spent, they do not want to take a nosedive; they want a smoother trend. He felt that if the HSA buckets were allowed to be filled internally, he would have to look at this again next year. He noted that things could change and this is somewhat concerning. Fewell asked if there are typically more expenditures in the last quarter of the year. Van Asten responded that that is typically the trend. Weininger said they are projecting a \$2 million dollar shortfall, but are not close to that at this time. He felt there is room and it would be less confusing for the employees to have a complete change right now knowing we could continue the same plan moving forward. Specifically, the only thing he would change moving forward is that the PHA be tied to the HRA instead of the premiums and instead of capping the HRA for the high deductible, allow for it to go above the high deductible amount. The reason Weininger thinks that would be a good idea is it also encourages employees to stay here. Based on the claims, Weininger feels there is some flexibility to continue the plan that was proposed with those two changes. Lund asked Weininger to write the changes out so that if a motion is made it is correct and accurate.

Van Dyck appreciated the details in these plans and wanted to be sure that he understood that what is being talked about is keeping the plan that is in existence today with premiums continuing at the same rate with the exception of the capping of the HRA dollars. Weininger responded that this Committee made a few changes. Weininger stated that it would be easier for him to say that the only changes he would suggest based on the fund balance numbers from the County Executive' numbers would be change it from the tiered premium to the tiered HRA.

With regard to the VEBA, Weininger continued that the proposal is that employees would be able to build up their internal bucket to their total deductible and this would stop the rollover into the VEBA account. Weininger would suggest that instead of capping the internal bucket, allow the employees to build up their bucket so in the future if there are high cost claims it does not get wiped out. Lund would like to see this in writing.

Van Dyck said that in light of the new information and given the fact that nothing is in writing for the Committee's review, he felt this should be referred to the full County Board meeting. Moynihan suggested that this be taken up at the Executive Committee budget meeting. Lund would rather have something approved tonight but Buckley would like to see things in writing and have time to review it. Lund said that what Weininger is proposing is keeping the plan the same and that is what the employees wanted and it did not seem like it was going to cost anything more for the county and he felt the Committee should approve that and bring it to the County Board next week.

Weininger stated that just to keep transparency and everyone knows what is on the table, we could create a new sheet that outlines the changes and the changes that were originally submitted in the budget for comparison purposes. Lund stated that these figures must be on a spreadsheet some place and he asked if Weininger could provide this in writing before the end of the meeting so we can vote, especially since it sounds like they can keep the plan the same with a few changes that are beneficial to the employees.

Robinson asked if it was Van Dyck's position to have these changes written up and presented. Van Dyck said that was correct and he will not vote to approve anything tonight. He wants the information finalized and put in writing.

Van Asten directed the Committee's attention to Pages B1 and B2 regarding narrow network options and also the self-funded with narrow network options and found that the current plan is very competitive in the market.

Buckley felt a personnel committee should be formed to review this stuff. Lund stated that that will be discussed later in the meeting. Buckley realized that but said that this is something he thought should have been formed for years to work with the employees. He felt that it is ridiculous and a waste of time to keep going through this information over and over.

Page B1 of the handout shows fully insured options. The current plan is shown along with options including the Prevea 360 – Dean Plan. This plan would include Prevea only providers and Dean Health providers in Madison. There would be no out of network benefits so the only provider in this area would be Prevea. This plan would represent a 1.53% decrease in current rates but would eliminate employees' choice to use Bellin or Aurora providers.

Option 2 is Prevea 360 looking at a point of service or PPO option which in network is Prevea only with Dean Health and out of network benefits for Aurora, Bellin and Theda. This presents an 11.2% increase over our current plan expenditures. Van Asten continued that they also looked at Arise Health Plan which offers a narrow network called About Health that offers Bellin and Aurora only. Any differentiation of the current plan would be just short of a 1% decrease in current rates but eliminated the choice of using Prevea. Option 2 under Arise is their broad network which would allow members to use any provider like they do today and that represents a 10.2% increase to rates.

Van Dyck stated it seems as though over the last couple of years potential changes are communicated to the entire employee base and then we start the process of reviewing it at the Board level which we then change things and then it has to go back to the employee base again which is confusing. It seems to him that no matter what is done, there is not going to be any permanent, for sure decisions made until the budget meeting on November 4 and things could change right up to that point. He wanted to know if there was any reason why they couldn't push the plan date or implementation date forward to a February or March timeframe to allow this process to go through the hoops and come to a final decision before it is broadcast to the employees so we only do it once so they know what the real plan is going to be instead of sending it out multiple times and creating confusion. Van Asten responded that she has experienced this and the difficulty comes in because Brown County is a large group and the healthcare reform law states that you must offer an open enrollment offer of insurance one time per 12 month period. If we try to push this to February or March, we would still have to offer insurance within the current 12 month period. So we would have to offer the insurance as is under open enrollment and then push it to February or March and start the process over and offset it again. Healthcare reform makes changing that date for a large organization very difficult. Robinson stated that we would only have to go through the process of changing the date once. Kraft added that there is one other consequence to changing the date and he stated that he received a number of calls or e-mails from employees who said that if the date is changed to February or March, that hurts them because the changes would not coincide with spouses plans which would cause problems.

Erickson commented that he and his wife have different insurance plan dates, but he was able to adjust. He asked if it was possible to join insurance with the State and if it is possible, would there be a better rate. Kraft said it would be possible to join the State, but he does not have rates because in order to get the rates you have to send claims information and actuarial fees and so forth. The challenge with the State plan is that there is an "admission" fee that the new employee has to pay. The best estimate he has is that the admission fee for the first year would be \$350,000 to get into the plan. The way the State plan is set up, there are cheaper deductibles for the employees and there would be a 12% employee contribution rule in place. The State plan is fully insured with cheaper deductibles and could cost Brown County an additional \$2 million dollars.

Robinson asked for clarification on the VEBA contributions. Kraft explained that the VEBA is a voluntary employee benefit account and is a separate and distinct plan. Once the County transfers money over to a VEBA account it becomes solely the employee's money. The VEBA was put into place in 2010 and the proposal before the Board is to eliminate the VEBA rollover and keep the money internally. The employees will not lose their current VEBA money. The challenge with a VEBA is that administration fees went up about 50%. When an employee leaves Brown County, the VEBA money goes with them.

With regard to employees being able to use medical information from their own physicians for their PHAs, Robinson asked if this was communicated to the employees. Kraft replied that the employees are saying they were not made aware but his understanding is that they were informed. Robinson asked how this information was communicated and Kraft said that things like this are usually communicated by e-mail to department heads for them to print out for their employees. Robinson said it sounds like Kraft depends on department heads to get this type of information out to their employees instead of communicating directly with the employees and he has asked Kraft if that system works well. Kraft responded that he has found that a communication system directly to the employees does not work well. As an administration, it is his responsibility, under direction of the County Executive to communicate to the department heads. Robinson stated that if standard information needs to be communicated, if he were a department head he would appreciate not having the burden of passing the information on. Robinson asked the County Executive why information cannot go directly from Human Resources to the employees to bypass the issue of whether it gets heard or not. Streckenbach said that there are 30 different departments within the county and there are a lot of units where some staff do not have access to e mail. He felt the department is gauged best as to how to disseminate information and information is sent to department heads. He noted that almost every e-mail that is sent says to print out and post for those that may not have access to a computer. Streckenbach continued that it seems best for the department who knows how the individual department operates to be able to disseminate the information. This is the way this has been handled in the past. Robinson said if this was a onetime thing, it would not be that big of a deal but this is something he has heard repeatedly over the last two years. It would seem to him that if an e-mail is being sent to department heads, if there is an e-mail list of all employees, there could be two avenues of communication to get the information out with just a few computer keystrokes. Streckenbach did not know what particular issue was not sent out to every employee but he can say that if the decision was to send a communication out to the department heads there was a reason behind it. Robinson said that in the future he would encourage information to be sent to all employees as well as department heads.

Supervisor Sieber noted that on the fully insured plan section, there are plans that are very similar to what we have now and asked if there would be any other savings to the County that would be recognized if we were to go to a private plan. Van Asten stated that there would not be savings. She directed the Committee's attention to Page B2 of the handout. In looking at the opportunity to be self-funded within the narrow networks, Figure 1.2 is a look at how dollars are spent. Of the dollars spent at the County, 91% go into claims and pharmacy. The current charges of \$27,800,000 with the current Choice Plus resulted in a 44% overall discount and our claim spend was \$12,346,000. When they looked at having Prevea 360 administer the plan, the administrative portion of the cost would increase by 1.9% and the proposal from Arise was an increase of 19.7%.

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to refer Item 16a to the full County Board next week Wednesday. Vote taken. Nay: Moynihan, Lund. MOTION CARRIED 5 to 2.

Communications

- 17. Communication from Supervisor Nicholson re: Requesting the State of WI/Brown Co. to refund the whole amount of the Stadium Tax in a form of a rebate to residents of Brown County. *Referred from September County Board.***

Moynihan suggested that this be received and placed on file. Weininger stated that he was informed today that the bill passed and just needs to be signed by the Governor.

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

- 18. Communication from Supervisor Clancy re: Please send "Benefits Overview for 2015" to Admin & Executive Committee to review Fond du Lac insurance coverage. *Referred from September County Board.***

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

- 19. Communication from County Board Chairman Moynihan re: For your consideration, I believe the County Board of Supervisors should entertain and approve in concept and application, the creation of a Brown County Employee Benefits Advisory Committee consisting of an undetermined amount of County Employees/Department Heads, a Human Resources representative, an M3 representative and a Brown County Board Supervisor. Though the administration annually presents a budget and insurance program costs therein as it deems fit, it is my belief that employees should at a minimum, have a voice in providing ideas in the formulation of said insurance offerings. *Referred from September County Board.***

Moynihan said that if the last few months at this Committee does not show the need of an advisory committee, he does not know what does. Lund would ask that this become a more formal approach so we know exactly how many members are on it so we can approve it as a resolution going forward because this is a concept. Moynihan can work with Corporation Counsel on this to formulate a resolution. He can do the research as to how many people were involved in the past and what the selection process was and then bring back a resolution.

Motion made by Supervisor Moynihan, seconded by Supervisor Robinson to approve the formulation of a Benefits Advisory Committee and to refer to Chairman Moynihan and Corporation Counsel. Vote taken.
MOTION CARRIED UNANIMOUSLY

- 19a. Communication from Supervisor Sieber and Supervisor Gruszynski re: Changing the titles for any fee charged by the county from "husband and wife" to "spouse".**

Sieber said that we are living in a different world than we were a few years ago and both he and Supervisor Gruszynski felt that husband and wife rates should be changed to spouse rates. Supervisor Gruszynski added that in light of the Supreme Court case that defined the law of the land he felt this is a simple fix for the county. Sieber noted that the only place in the budget book that he saw reference to husband and wife rates was the golf course. **Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to delete the line item husband and wife rate for the golf course. No vote taken.**

Fewell felt that since this was part of the budget book, this should be taken up on the Board floor on November 4. Moynihan suggested that the motion be rescinded and taken up on the Board floor.

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to refer to the November 4th budget meeting under Education and Recreation portion. Vote taken. MOTION CARRIED UNANIMOUSLY

Reports:

- 20. County Executive Report.**

County Executive Troy Streckenbach noted that the Senate will be hearing the request for the Lakebed grant tomorrow which will give authorization for Renard Island Causeway and the County Board will be voting on the resolution and easement on this. The other piece of the puzzle is getting the State to award the grant in order for the county to have the permanent causeway. Streckenbach is hopeful that this will be signed by the Governor this calendar year and he noted that Dean Haen will be in Madison tomorrow testifying on this.

Streckenbach also noted that Public Safety and Ed and Rec have held their budget meetings and he felt that those meetings went well and are indicative of the attempts made by the administration in terms of bringing forward a lot of things that the County Board requested and he hopes that the remaining budget meetings have similar dialogue.

Streckenbach continued that Senator Baldwin visited the ADRC recently as well as the demonstration farms with Reid Ribble. This gives federal attention to what we are trying to do with regard to watershed and Streckenbach said it is pretty important when the federal delegation comes to see what we are doing in Brown County and in particular, things that will benefit the United States as well as globally. There is a lot of money being pointed into the watershed with the long-term goal of addressing water quality. This process was begun two years ago with the phosphorous committee that was started to address the issues long-term.

Lastly, Streckenbach reported that they will begin the process of hiring a Public Works Director in the next week or so and he will keep the Committee advised.

Motion made by Supervisor Buckley, seconded by Supervisor Fewell to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY

21. Internal Auditor Report.

a) Report – Safe Verification Log (NEW Zoo).

Internal Auditor Dan Process reported that the original purpose of his meeting at the Zoo was to meet with the new Operations Manager to go through the county policy. Through this meeting it was determined that there were excess funds in the safe and those funds were fluctuating. Based on this review there were some recommendations and one was to ensure that the established safe balances are being complied with, meaning that there are policies in place. Guidelines have been set as to what should be in the safe for a balance and it needs to be stuck too. The Zoo responded that they would work with administration to resolve those excess cash funds and they have reached out to administration but Process has not heard back yet as to how those funds will be addressed. Process wanted to point out that those funds were there prior to the arrival of the new Operations Manager. Process also noted that the Zoo will be documenting investigations on a new internal investigation form and then, when appropriate, they will review surveillance. The other recommendation was that the Zoo ensure dual control over safe verification. There are two individuals that normally sign off, but in some instances that was not the case so there was no way to ensure dual verification. The Zoo will be utilizing the investigation form and following up on situations where compliance is not being met. Process also recommended that cash overages and shortages that were not being identified should be reported, investigated and resolved. Rather than using this additional fund to fluctuate some of the shortages, the county does have a general account that is maintained to recognize overages and shortages. The Zoo has a threshold that they will be looking at when there is a variance and they will be doing additional follow-up. The Zoo will also be creating a Zoo/Adventure Park oversight team to look at some of the overall processes. The last recommendation made by Process was to reduce the amount of cash that is being handled and counted on a daily basis. He noted that there are a number of cash boxes or bags in the safe but only a portion of these boxes and bags are used utilized on a regular basis. The rest is funding for special events and Process recommended that they reduce the amount of cash on hand on a daily basis. He also noted that the money counter does not work real well and Zoo staff is having to count cash multiple times for accuracy.

Operations Manager Patricia Jelen provided some explanations as to the excess cash and why it fluctuates. She provided the Committee with a handout, a copy of which is attached. Jelen said that when she took over as Operations Manager in September, 2014 there was \$278 more in the safe than there should have been. The Zoo is required to have a standard safe balance and they have not gone below that balance in the last year. Jelen continued that she tried to address the \$278 with Brown County administration in January of this year, before her and Process met. She noted that she has spoken with five different staff members about the excess balance and she still has not received a reply and therefore that balance is still in the safe.

Jelen continued that Process questioned why the safe would fluctuate. Since she has met with Process she has done research with supervisory staff as to why the overage would fluctuate. She learned that historically when the cash drawers are counted at the end of the day, there is supposed to be \$300 in each drawer that is locked in the safe. Bank deposits are made in the morning and staff has to recount the drawers in the morning. If the drawers were not counted correctly at night and there is a shortage, money would be taken from the overage to balance the drawer since the deposit has already been made. This is also done with the giraffe drawers. Jelen noted that those drawers are supposed to start with \$50 but sometimes at night the whole drawer is deposited and they open the drawer in the morning and there is not \$50 so they take it out of the overage.

Lund asked if the person who counts the drawers at night has to sign that they counted the drawer. Jelen responded that there are verification logs that she can provide. She wished to make it clear that when the drawers are supposed to start with a specific amount of money, they may have not counted the drawers to the right amount due to mistakes. Lund stated that he could see small fluctuations, but larger fluctuations are more concerning and Jelen agreed. Jelen also reiterated what Process said earlier that their change counting machines are very poor and not reliable. She noted that some days they need to count three or more times before there is a

match. Further, with regard to the Pepsi machine, if money is input in the bookkeeping system at a lesser number that does not include tax, it will show up as a greater number than is actually there and once again, because the deposit has already made, they take from the overage.

Jelen continued that another thing that the supervisors noted throughout the years is that sometimes when a staff member is supposed to be making change with the bank, they will neglect to put the change form on the front of the safe so when the safe is counted it appears to be short, but it really is not because it has been deposited but the change has not been brought back. She indicated that on one occasion she counted the safe and found it to be \$2,600 short, but after a phone call it was determined that there was a change order out and there really was not a shortage. All of the change orders are now being put on the front of the safe. Jelen noted that the safe has never gone under the minimum balance and they have only operated with too much money in the safe. Jelen stated that there is only \$34 that is unaccounted for in the safe fluctuation.

Jelen directed the Committee's attention to the September safe verification log and noted that from January through when they get their college and high school workers, there is very little safe fluctuation. When seasonal high school and college kids are hired they see more fluctuations in the safe as they do not have quite the attention to detail that they would like. Jelen noted that the safe has not fluctuated at all since the kids have returned to school.

With regard to Process's comments that the safe verification logs do not have dual signatures, the highlights that are on the sheet came from her when she was checking the log and she would go to the person and reinforce that they absolutely have to have a dual signature. She also does investigations when there is a shortage to see if there is any type of pattern and there has never been a pattern with any one particular person. Jelen also looks back at the tapes and cameras to be sure that there is no funny business and there never has been and she has started to document this as well. She did acknowledge that there were a few days when there was not a dual sign off and this happens when they open the safe in the morning and there is one supervisor counting the safe and another verifying the deposit. She noted that they do make everyone, whenever they open the safe, initial every time it is open. They have one sheet for all of the safe activity for every day that includes the opening time, a supervisor's name, a witness and the reason the safe is opened. Buckley asked how many people have access to the safe and how often the code is changed. Jelen responded that herself and the supervisors have access to the safe and the code has not been changed since she has been there. There is anywhere from 3 to 8 supervisors with access, depending on the season.

Process commented that from the activity he looked at, the excess funds fluctuate quite a bit and the concern is that this balance is not on the books anywhere but still fluctuates. Buckley asked why it fluctuates and Jelen responded that it fluctuates for the reasons she stated above. Robinson asked how often it happens that the money is miscounted at night and Jelen responded that during the summer, when there are younger employees, it happens a substantial amount of times, but she has put procedures in place to eliminate this. Robinson stated that his concern is not necessarily the dollar amount, but that there is a process in place to eliminate this. Process noted that he does not know if they are not taking time to count money correctly each night and pointed out that there was a note at one point where \$100 was taken out of the safe because the deposit was \$100. Process continued that one of the recommendations is that if there is a variance there should be an investigation and documents to show what happened. Without that information Process has no way of knowing where the money is. With regard to the \$100 shortfall in the deposit, Jelen explained that after that deposit went out with the money from the overage, the \$100 was found stuck under a spring in the cash register.

Buckley stated that the safe balance should not be fluctuating and should not be used to balance the drawers. Jelen stated that some of the fluctuation happens due to the processes used to verify the safe and the deposits. She indicated that two supervisors will work on this and one will count the safe while the other is counting the deposit. The deposit is verified and sent out and the computer system will be closed and then the safe counter finds that the safe is short. She stated that one of the things they have decided to do is select specific supervisors who know the process best to close out the day and verify the deposit and she noted that the same supervisors never close at night that recount in the morning. She also indicated that they will then count the safe to be sure it is where it needs to be. The \$278 is still in a marked envelope and she is still waiting to hear from administration as to what to do with it. As shown on the September safe verification log, this overage has remained at the required

balance. The process they use now is to count the safe and then count the drawers and then verify and count the deposit after those things are complete. The safe cannot be touched. The drawers create the deposit and it is sent out so nobody has to figure out what to do if there is a shortage.

Fewell felt that the Internal Auditor has made a number of recommendations and he felt that these recommendations are realistic and should be followed and is fully in support of them. He noted that in the past there have been significant amounts of money missing from the Zoo and to him, any recommendations made by the Auditor to ensure that this does not happen again have his full support.

Erickson stated that it appears that a lot of issues come from counting the drawers and not leaving the correct amount in to start the next day. He asked how many drawers they have and where they are located. Jelen responded that it depends on the day; they have active drawers for the visitors' center, restaurant, carousel and giraffe with as many as 18 people working those drawers. Erickson asked if there is a counting problem, would it be an inconvenience to have someone get the appropriate opening amounts from the bank for the starting amount and have the cash drawer ready to go and then the bags are taken to the Zoo and put in the drawers and be ready to go. Jelen agreed that the drawers need to be set up for the next day before the deposit is made.

Jelen stated that in light of past problems at the Zoo as well as the DARE program, she understands the concerns and wants to do whatever she can to help ensure that these issues do not occur again.

With regard to investigating any shortages over \$10, Buckley felt that that was a high amount and should be lowered to something like \$2. Buckley asked if the POS system has change counters and Jelen responded that they do not, but she would like to see that. Buckley stated that a POS system with a coin dispenser takes care of a lot of human error. He asked if it was possible to open the drawer without ringing up a sale and Jelen responded that you can. Buckley asked if there are controls in place for no sales and Jelen said that she has looked at the video tapes whenever the safe is over or under by more than \$10 and you can see exactly what a person is doing. Buckley asked if a cash register receipt has several no sales or item corrects, if she looks into that. Jelen did not think that she is able to see a no sale or item correct on the tape but she will look into it.

Van Dyck stated that since there has not been any resolution of the extra \$278 in the safe and Jelen would like to get it out of there, perhaps she can drop the funds into the donation box at the Zoo. Jelen replied that she would not do that since she has already alerted the county to the fact that the money is there. Lund stated that perhaps the Committee could make the suggestion to put the funds in the Zoo's general fund. Streckenbach stated that this would have to be done in the form a budget adjustment.

Motion made by Supervisor Fewell, seconded by Supervisor Robinson to adopt the recommendations of the Internal Auditor. Vote taken. MOTION CARRIED UNANIMOUSLY

b) 2016 Proposed Audit Plan.

Motion made by Supervisor Buckley, seconded by Supervisor Fewell to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

c) Budget Status Financial Report for August, 2015.

Process advised the Committee that because of the problems being experienced with the mail system, the County Board office will probably be over budget for postage. Moynihan stated that discussions with regard to the mail are ongoing and acknowledged that the services being provided under the current contract with UMS are ridiculous.

Robinson noted that the operating expenses are currently at 78% and Process stated that that includes most of the audit fees and other one-time expenses that will not have to be paid again this year.

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

d) Monthly Status Update: September 1 – September 30, 2015.

**Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY**

22. Human Resources Report.

Kraft provided the Committee with a handout regarding the SMART Goal Leadership Training that HR presented. The handout shows what was done at the first session. The second session will be held next week and it was noted that reservations for the second session are up from the first session.

Motion made by Supervisor Robinson, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

a) Summary Report of Personal Health Assessments

Human Resources Director Warren Kraft thanked the Committee for allowing the opportunity to present this. He introduced Kate Bartell from Bellin who is the county's contact with Bellin regarding the personal health assessments (PHAs). Bartell introduced several other people from Bellin to the Committee.

Bartell provided the Committee with handouts, copies of which are attached. She noted that there have been huge successes and improvements in the wellness program. Kathy Zarzynski, Senior Wellness Consultant reviewed the report with the Committee.

Supervisor Moynihan asked if this report would be shared with the employees. Bartell stated they can share the report, but the HR Department has access to the report as well and can share the report.

Supervisor Robinson said it was reported that the county is doing really well. In looking at the chart with the national averages, Robinson stated that it appears that Brown County is better than the national average in 12 of 15 categories, but he noted that for the most part the county started out better than the national average. Robinson continued that when participant results are talked about, there are only two years of trend lines as the first year was the baseline. It appears that there were improvements in the first year, but the trend line in the second year for the most part is down. He realizes there is a temptation to say how much they have improved, but all of the gain was in year two and year three shows a downward trend and that concerns him. Robinson felt it was too early to say the trend line is going up because there are only two years of data and the second and third year have downward trends, both in scores and participation. Zarzynski responded that if you look at percentage by risk category on Page 4, only 2.8% of the population is in the extreme risk category and it started at 6.3%. She also noted that this is for repeat participation and noted that there will always be new people coming in and out. This year there were 113 new people that tested, but there were almost 200 less than last year. Zarzynski felt the importance of these numbers is in looking at the repeat participants. If you look at the percentage by risk category, the county started with 35% of the population in the minimal risk category and now there is 42% in the minimal risk category. For the high and extreme risk, the county started at 15.6% in high and extreme and it is now down to 9.1%. Robinson noted that there was an increase in this category from last year. Zarzynski responded that when people quit using nicotine, some of their other risk levels go up initially but then come back down. Robinson stated that it is great that we are seeing the risk factors decrease, but he felt it was too early to draw conclusions as to where we were headed because year one had a big improvement but year two took a step back.

Robinson continued that his understanding of how this works is that the program is supposed to give the employees incentives to improve their health and then they are rewarded by not as big raises in their health insurance. If Brown County is already significantly above the national average, Robinson wonders how much more of a ceiling there is for improvements and therefore lessen the financial burden they get. Zarzynski responded that this takes time because anyone changing their lifestyle habits make small incremental changes that will be with them lifelong. The changes are not instant. She also looked at another report and noted that there is a huge population of people that have started improving their eating habits, nutrition or stress management or they have a concern and that is what it is all about. It is bringing the people the support and programs that enable them to start working on what they are ready to start working on as this is the best way to make the long term changes.

Robinson asked what percentage of employees participated in the PHAs in 2015. Kraft answered that at this point in time, the employees at the Sheriff's Department have not participated in the PHA. Kraft noted that there are about 1,400 eligible employees and they have had 1,100+ that have participated. Lund asked how many of the 300 that did not participate take the insurance but Kraft did not know what the carve out was. Kraft said there are almost 1,300 contracts of insurance, 379 are single and 915 are family as of the date of the report. He noted that there are employees who came in and out of employ and go on and off the insurance.

Robinson asked how Brown County compares with other organizations regarding participation in the PHAs and Zarzynski responded that usually there is about 85% participation, but this depends on a number of things including incentives, support and other things. She stated that Brown County is doing very well on participating at about 92%.

With regard to the weight risk factor, Lund asked what the body fat requirement would be to be in the gold plan. Zarzynski responded that it depends on the age and gender. She noted that the body fat goes by BMI. If a person is 10 pounds overweight and falls in the moderate risk category but the BMI is in the middle, they would get the points back because they are carrying a lot of muscle mass. Lund wanted to know how to earn back points on weight if you are slightly over the level but then by making changes you start heading in the right direction. It was indicated that they have the reasonable alternative standards (RAS) in place and it is posted on the intranet. The RAS affords everyone the opportunity to earn back points based on participation based activities in three categories: weight and body fat, cholesterol/blood pressure, and nicotine. A RAS can be chosen in each category and then activities are coordinated through RN wellness coaches and points are able to be earned back. The RAS is participant based, not outcome based.

Supervisor Van Dyck asked what is involved in the RAS sessions. It was indicated that if a person wished to improve their score, they would need to attend eight sessions over approximately three months. They like to keep it at three months to ensure consistent and regular activity. Van Dyck asked if simply attending the sessions and not doing the work still counts. It was stated that the RN health coaches' goal is to have a discussion regarding a person's goals, what work has been done to get to the goal, where there is success and where there are additional opportunities for success and what can be done to keep the employee moving down the right path. Van Dyck stated his concern with a participation based program is that there will be a number of employees simply showing up to get their points which really does not accomplish the overall objective.

At this time Item 16a was taken.

Resolutions, Ordinances

- 23. Ordinance Amending Sections 4.93 of Chapter 4 of the Brown County Code Entitled "Grievance Procedure".**

Van Dyck felt that this should be held for 30 days because he has some questions for Supervisor Evans regarding the purpose of this change as there has been zero justification or information that has been provided as to why this should be done.

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to hold until December meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

- 24. Resolution to Approve Easement Agreement between McDonald Lumber Company, Inc. and Brown County, Wisconsin for Access Relating to Renard Island.**

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

- 25. Resolution re: Change in Table of Organization for the Clerk of Courts Clerk/Typist II.**

Motion made by Supervisor Fewell, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

26. Resolution re: Change in Table of Organization for the Human Services Department Social Worker/Case Manager (Children's Long Term Care).

Motion made by Supervisor Moynihan, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

27. Resolution re: Adjustments to the 2015 Classification and Compensation Plan.

Lund asked if the Committee wished to approve this, or hold for a special meeting. It involves two items: one is to approve the reclassifications and one for the objections of department heads and employees.

Robinson asked about the objections by the department heads and employees. He asked when someone requested to be moved to another level, such as from 14 to 12, but they are approved at 13, that was listed under the approvals, but he felt that this could also be argued as a partial rejection. He indicated that how this is handled is different than just a straight answer; it seems more like a third category. Lund understood what Robinson was saying and that is why he wanted to hear from employees as well as department heads because department heads may be fine with it but employees could still have issues. Lund would like to see a policy set up on the positions and come through to the Committee as to which employees are objecting to what.

Fewell asked for clarification on the objections and asked if this is regarding objections by department heads or objections by HR. Lund explained that HR sets this and they have a list of ones they have approved, and the Committee could take those approvals tonight and then do the objections in a separate meeting. Fewell noted that some of the department heads gave approval to some of the changes so he believes that HR must be who said that the objections are denied. Lund stated that his understanding is that HR gave the Committee a list of approvals as well as a list of adjustments they rejected. The department heads do not have rejections, they have objections to what HR did and they want to come to the Committee to voice their reservations to what HR did. Lund felt that if we take up the approvals tonight, any objections can come to the November 9 meeting.

Robinson asked if Lund is suggesting that the Committee approve the list that HR provided that they approve. Lund said yes and Robinson said if the Committee does that, it is done but Lund disagreed and said that if an employee still has objections they can come to the November 9 meeting and voice those objections. Robinson felt that a policy for people objecting to this has already been approved and he does not recall there being a process for employees to object to the final ruling. Kraft recalled that when the County Board approved this in May, HR was to go back to the department heads and let them know that the County Board approved it, even though when predecessors went through this process, HR assured the Board that they wanted to make sure that position descriptions match what the employees do and if the position was properly classified. Department heads who felt that their employees needed to have a position description review or a reclassification based on differing duties or both, brought that information to HR and staff spent the summer going through that information and comparing it to the Wipfli study and other data. The staff analysts then sat down as a committee to review everything and decided which they recommended approval for and which they did not recommend approval for. The next step was HR sitting down with the department heads again and reviewing with them what HR's recommendations were. Some department heads still have objections to HR's recommendation and that is what tonight's meeting was supposed to be. Supervisor Lund asked Kraft to ensure that the Committee received the entire packet of appeals so the Committee would have it ahead of time to review and see what the rationale is for continuing objections. Kraft noted that they are dealing with the department heads directly because they are the ones controlling their organizations and verifying if their employees are or are not doing the tasks. If an employee has an objection they have to go through their department head so as not to circumvent the management authority given to department heads.

Robinson asked if HR only does a partial approval/partial denial, why does it end up in the approvals? Kraft responded that the senior analyst was the lead person on this so he could not speak to this definitively, but there could have been a concurrence that they do not see it moving from 14 to 12, but they see it moving from 14 to 13 and the department heads were understanding of that. Robinson understood but stated that he felt that whatever was approved should be pulled out. Kraft continued that the implementation of the plan is the second piece that needs to be handled and that is a separate and distinct piece of the process. He stated that the commitment of the

HR office is to keep the plan viable and go through the plan on a four year cycle reviewing every position again and every department again and making sure that the positions are properly classified and compensated. It needs to be a living document. Some of the recommendations that HR is making for denial can be taken up as part of the implementation plan.

Kraft continued that one key piece of the resolution is that it states that there is no budgetary impact to the approval of HR's recommendation and that is correct. If an employee is moved from 14 to 12, the salary is not being changed; the range in which the employee can earn the salary is being changed. It is still up to the department to be able to fund the positions through the budget process. Lund stated that if Item 28 was approved, it would not affect the objections and Kraft agreed.

Van Dyck noted that there are 24 appeals filed that HR recommended approval of. As far as denials go, there are 54 and he asked what the process is in regard to the 54 denials. Kraft responded that Chair Lund has asked that those come back to the Committee after HR has provided the Committee with documentation supporting the appeal. The other piece is all of the appeals that have been filed with HR that form the basis for the recommendation of denial. Van Dyck asked Lund if it was his intention to allow these 54 individuals to come to the next meeting and plead their cases. Lund stated that that was his intention.

Streckenbach stated that as part of the process, there were questions about whether or not HR and administration took everything into account as to what the employees felt as to where their jobs fell in the class and comp. Streckenbach noted that when the Board approved the initial plan they wanted this to be sent back to employees to give them another chance to dispute what was found and this is where this stands right now.

Fewell stated that he heard from a department head who met with HR about one of their positions for one of their employees and the analyst said that the positions should change and the department head was on board but a few weeks later they got a denial from HR. If this is an objective thing where job duties are listed and the employee meets this number of job duties to fit the category, he wonders what the basis for rejection is. He felt there were legitimate cases and he also said that department heads are confused because HR never spoke to the employees or department heads after. Fewell stated that he felt this should be an objective thing and if the employees are doing the jobs they should be placed in the appropriate category.

Lund suggested that if the Committee does not wish to hear from all of the employees, they should hear from the department heads that have objections as to where their positions were classified. Van Dyck felt the process needs to be thought through because there is the potential for 54 employees coming forward to plead their case, which he understands, but in addition this Committee would make a recommendation that would go to the full Board. In theory, there could be 26 people reviewing information that is not objective but rather subjective. He stated that everyone is going to look at a set of parameters and draw their own conclusions. The employee looks at it one way, the department head looks at it another way and HR looks at it still another way. Van Dyck's concern is this could blow up into something more than anyone wants to deal with and he is not convinced that we have the proper process in place to address this.

Buckley stated that he agreed with Van Dyck and wondered how the Committee will know what each employees' duties are and if they are doing their jobs. So an employee will state their case to the Committee, but the Committee cannot verify what they are saying. He would rather see the department heads come up and fight for their employee. Lund agreed that it would be easier to hear from the department heads.

Streckenbach stated that the concern was that administration was dictating to the department heads what to do so the Board wanted the employees to have free ability to come forward and state what they felt the difference of the plan was. The second part of this is in order for HR to follow the processes as best they could they used certain data that was collected over two years to make determinations. Streckenbach continued that many times people look at titles rather than what they are actually doing and HR went through all of this and used information from the three comparable counties. The difference moving forward is that the employees or department heads will point out differences that have taken place over the last two years, but HR has to remain pretty consistent in terms of the data they are looking at in terms of the data that is being brought forward by the employees. Streckenbach stated that ultimately the Board will have the opportunity to make the decision. He recognized that once a move is

made in a separate area, it could create a domino effect in the entire system and the Board needs to be prepared for these types of consequences. Streckenbach stated that all he wants to do at this time is to clarify that from HR's standpoint, their objection was to base off of three counties and the private sector and the PDQs that the employees created and the idea was that they would then baseline off of market. The results do not meet what all employees believe so this was opened up to employees to have the opportunity to basically challenge what HR put forward. The Committee has been provided with information regarding the positions that HR agreed should be changed as well as some HR did not think should be changed. The communication put out to the employees was to review the PDQs and their job description and if they did not feel it was correct to bring it forward and they would eventually be provided the opportunity to bring it to the Executive Committee.

Streckenbach continued that the other important part in the overall implementation of this is where the Board wants the County to be; whether it be above market, below market or at market.

Motion made by Supervisor Van Dyck to approve the changes to the positions that were recommended for approval from HR. No second. MOTION FAILED

Erickson commented that the Committee does not really know what an employee does, but there is really no way to verify the accuracy. Lund stated that it may be more helpful if objections were made by department heads. Lund stated that these will be taken by department heads and the department heads information and HR information will be provided. Kraft noted that the information that was contained in tonight's agenda packet only contains information from three departments. He noted that there are additional appeals and all of the documents from all of the department heads amount to an extremely large document. It will be sent electronically broken down into files. Kraft stated that the intention is to have that documentation out by the end of the week.

Streckenbach stated that he wants to be sure that HR is able to put together all of the information the Committee wants so decisions can be made. Streckenbach stated that there are spreadsheets including all of the information why the decisions are made and what the departments are asking for. In terms of individuals after the denial process went through, he does not know if people are going to show up and object. He is aware of the three departments that have already come forward with objections, but he does not know what to expect from the others. Streckenbach noted that he cannot force an employee to provide document as to why they feel that HR should not have denied their objection. All HR can do is make decisions based on information they have in front of them. Lund stated that HR can contact department heads to come forward with the objections.

Van Dyck asked about the information contained in the agenda packet and asked if these are the cases that the department heads want to argue in favor of. Kraft responded that he does not have that information. His instructions from the Board was to let the department heads know there would be another vetting process and for them to work with their employees and bring forward what they want. He was also instructed to make up a list of recommendations for the Executive Committee to review and to make up a list of those that were recommended for denial for the Executive Committee's approval. Van Dyck is confused how there are not budget consequences with regard to these reclassifications because he assumes that the majority of these objections are not over their titles, but that there are pay implications in almost all of these. Van Dyck does not understand how this can be taken up after the budget is over with and then go through them and maybe approve things that will require more money to be paid. Lund noted that there is money in the budget for the reclasses. Kraft explained that if an employee is earning \$10 an hour in a pay grade that goes from \$7.50 to \$12.50 and that employee appeals to their department head and says that their assigned job duties put the person into the next category where the range is \$9.00 to \$15.00 per hour, the employee still stays at the \$10.00 per hour because they are in the range. The implementation plan is then to take the employee and move them into the new range, but it does not happen unless the County Board allocates the money for it to happen. That is why the resolution says that there is no financial impact because it does not guarantee an immediate pay raise.

a) Objections by Department Heads.

Motion made by Supervisor Robinson, seconded by Supervisor Erickson to refer to a Special Meeting on November 9, 2015 with the stipulation that the ones that were partially approved or denied be lumped in a separate category. Vote taken. MOTION CARRIED UNANIMOUSLY

28. Resolution re: The Implementation Plan for the 2015 Classification and Compensation Plan.

Erickson asked if there was an across the board pay raise that included a percentage on the paychecks as well as an amount floating out there for performance raises and he asked if that could be bell curved in the department. Kraft directed attention to the pay matrix in the agenda packets. What this matrix intends to do is look at the employee and where he or she currently is in the pay range. The performance money is available in the budget and that pool of money is available to be divided among the employees, based on where they fall within the pay range. The lower a person is in the pay range the higher share they could get of the pool and this is designed for the higher performers to get more shares of the pot than the average performers. The money will come on a December paycheck, and then that amount is in your base for the next year.

In the adjustment to compensation section, under B(c) "have not acquired sufficient time or service to warrant pay at the midpoint or market level", to Robinson that sounds like when you are hired, no matter what your qualifications are, you are in the first or second quintile. Kraft disagreed and said that they have hired employees based off the plan who are at or above market rate. Kraft asks if the philosophy of an employer is that they want to compensate employees at market level and someone comes in with the basic qualifications with no extra skills or knowledge, that person would be hired at the minimum. The classification is where the person does not have enough skill or time or service to be able to perform the position at an acceptable level. Robinson just felt that the wording on this was less than clear. Robinson noted that when talking about the principles of how to compensate employees at the beginning, one of the areas was education or training. Robinson asked if that was considered performance that would warrant being bumped up. Kraft responded that taking training does not automatically give you a pay incentive because the training may or may not dovetail with the goals of the department. If you assume that it does, it becomes a question of has the employee exceeded the expectations of the job.

Robinson asked if pay was going to be lowered for people that are earning above the maximum because the resolution does not address this. Kraft stated that his proposal to the Board for those people are that they be left in their current pay steps because of the functions of all of the things that happened before we got to this point. Robinson understood that, but he felt hat it should be included in the document language.

Van Dyck asked if an employee is meeting expectations, is there the potential that the employee could be at the lower end of a range and even though they are meeting expectations not see any increase from the performance pot. Van Dyck stated that if the comparison is made to market, and the person is below market, theoretically it could not be a stellar employee, but still a good employee, he could leave and go someplace else and make more money. He questioned how a person would get to the midpoint if they are not eligible for performance increases. Kraft stated that at the front end of the compensation plan, it talks about recognizing exceptional employees. He does not know of any employer who gives an extra bone to an employee who simply comes in and does his or her job and nothing more.

The pay for performance piece that was implemented in the last two weeks is a different animal. If you are performing, you get a onetime bonus. Van Dyck likes the idea of adding the bonus to the pay but he is opposed to the concept of waiting until the end of 2016 before an employee gets an opportunity to earn a bonus based on performance for the past year that become permanent and then in 2017 you could really perform below expectations but still keep the money. The concept of a bonus coming from one year to the next and keeping it does not make a lot of sense. Although Van Dyck supported the pay for performance piece, he is almost willing to abandon the concept for a while to get the matrix straightened out first.

Kraft noted that the current performance program is done with a December payout. The reviews that are currently being done by the department heads with existing staff for the performance bonus that will be issued in December, will be used in January to give the employees another pay raise. Employees will get an extra paycheck in December as well as another bump in pay in 2016 for the last year's performance. Otherwise, what Van Dyck suggested is have the evaluation in November or December of 2016 for implementation in 2017. Then what would happen under the payroll system, if a person gets \$525 in bonus, the way the way the payroll system is set up, the person's paycheck would go up \$10 per week so the bonus money is going to be paid over the subsequent 52 weeks of the year. Van Dyck understood that, but for 2016 if he is an above average performer and gets 2.5%, in 2016 how

much more would he have? Kraft responded that the 1.5% pay raise for 2016 will start appearing on the paycheck on January 1, 2016. The bonus money available will be on the paycheck on December of 2016.

There were still questions with regard to the bonus and Kraft explained that for 2015, the money would come as a bonus. Next year, in 2016, when the performance is evaluated the employees would get a bonus in 2016 and when they get their first paycheck in 2017 it will reflect the pay raise. The bonus becomes part of the base pay for 2017. Van Dyck stated that if a person is given a bonus in 2015, and that same information is used to give a pay raise starting January 1, 2016 and let's say he gets 2.5%, at December 31, the amount is going to be identical because they are going to give the 1% bonus anyway. Kraft stated that what he is hearing is that the county is going to give a double bonus for 2015 work. The County Board has put into place a performance program that they are still operating on. In 2015 a performance bonus will be given based on performance in 2015. He is hearing Van Dyck say that he wants to take that look back for 2015 that was already compensated for, and then in 2016 there will be another bonus based on work that has already been evaluated and compensated on. Robinson noted that that would only happen one time.

Fewell stated that what he has heard from employees is that it is all about the base. Erickson stated that the bonus will become the base in the following year. Van Dyck stated that the 2015 process has already been set and should be carried forth as decided. To him though the normal process would be to evaluate for the next year's wage based on past performance. The review for the 2015 year is what typically is used as setting pay for 2016. He understands the 2015 bonus thing, but moving forward he does not understand why it cannot be started right away. Kraft responded that it is taking a 2015 bonus and 2016 bonus and basing on one year's work of performance.

Streckenbach said that he understood what Van Dyck is trying to explain. He did wish to clarify however, that it is only 2%. At the end of the day, if the County Board believes that there are employees that fall under the mid-market and there are employees above the maximum, and a snapshot in time and say every employee with Brown County the remaining balance everyone gets at day one. There will not be any pay increase in 2016. Whatever employees are with us, they get that money that day because the base is created. Then, in 2017 the Board can make a decision as to the compensation package. Right now, the way we have been moving and deciding how to handle additional dollars, and to do the correction for the implementation was to allow it to follow somewhat the plan we have been following. Streckenbach stated that he agrees with Van Dyck in that we can take what we have been doing in the past and throw it away because it has been based on a single payout and based on matrixes made by the departments. This is a lot different implementation in terms of overall performance review and the only difference is it is based on the whole calendar year 2016. What Van Dyck is suggesting, making the correction in the system and getting the employees moved up right now because the employees who have been with us need to be corrected and then allow the system to correct itself for 2017. The county can follow any policy or philosophy that the Board wants. If we go the long route, meaning employees will be reviewed like they have been, then any employee that joins the county over the next 15 months will have the opportunity to participate in the bonus, but there is still only 2% in the budget.

Fewell felt that the employees should be given the increase they deserve. The reason he gets bonuses at his job is because he is at the top of his pay scale and he cannot go any higher in wages. He does not have a problem with this but the idea of the county monkeying around with 1% for an employee who makes \$20,000 is talking peanuts. And to talk about splitting it up is not something that he agrees with.

Streckenbach reminded the Board that they need to correct a system that is broken.

Robinson stated that his understanding of the data does not indicate that pay for performance works; that more money equals better performance. Kraft stated that there are arguments both for and against it. Robinson felt it was an open question as to whether we are going to accomplish what we want with pay for performance. He felt that a better use of money, at least initially, would be to try to get people into the proper range. Kraft responded that in terms of bringing people up to the minimum, when he came on board, he was told that it would be about \$16,000 to add to the employees who are under the minimum. Fewell suggested that the money be spent to bring the employees up to the minimum at one time. Robinson also said an alternative may be to combine the two and say that we want to reward the well-performing employees who are under 100%. Lund stated that there is

probably money in the budget that could be used to bring the employees below minimum up and then the rest of the money is in the budget for pay raises. Robinson stated that if we are talking about philosophy, he would like to see more of an emphasis that the people that are paid below market and are doing a decent job get up to market.

Kraft referred to Robinson's comment that he is less worried about the people making 105% and was concerned that one of the signals it sends to the employees that are at 105% is that they don't count as much. Robinson questioned what message is being sent to the people who are at 85%. Kraft responded that what the plan is saying is the County Board wants to reward its higher performing employees and the signal it says to the department heads is that the County Board has higher expectations of you as a manager not to be managing a group of average or below average performers. The philosophy of the County is to reward performance and the only way to do that in a government system is give everyone the same raise across the board but then set aside money for performance. If it is not done this way, the salary schedule will move ahead of them and if you say that you are just going to pay for performance, the average employee will fall further away from the midpoint. Robinson stated that that is not what he is saying. What Robinson is saying is that we do not know if pay for performance is going to accomplish what we want. If we use the discretionary money we have for rewarding employees, at least let's focus the pay for performance on those doing a good job who are still below market. Kraft noted that the matrix in the plan does exactly what he is saying. The further away an employee is from their market level, the greater opportunity they have to participate in the bonus.

Moynihan stated there was discussion with Van Dyck working with Kraft to add language to the resolution. Van Dyck stated that if the majority wants to move it along as it is, he can move to amend it at a different time.

Motion made by Supervisor Erickson, seconded by Supervisor Erickson to approve the resolution with the addition of "E" under "Adjustments to Compensation" to state "No employee's present pay will be reduced in this process." Vote taken. Nay: Van Dyck, Robinson. MOTION CARRIED 5 to 2.

Treasurer

**29. ACTION - Review and approval or rejection of offers for tax deed properties:
(Offers due 10-9-15 to be handed out at meeting):**

Treasurer Paul Zeller explained that under the process of approving the tax deeded sales, the sole authority lies with the Executive Committee and these do not go to the full County Board for approval.

Interested Municipality = City of Green Bay

a. Parcel 14-225	1343 E. Walnut St.	Green Bay	Lot, Home & Garage
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Motion made by Supervisor Fewell, seconded by Supervisor Moynihan to approve sale of Parcel 14-225, 1343 E. Walnut St. for \$8,699.18 to the City of Green Bay. Vote taken. MOTION CARRIED UNANIMOUSLY

Buckley asked if putting restrictions on what municipalities can do with property they purchase has ever been considered. His concern is that a lot of times the municipalities take the property and take it off the tax rolls. Zeller responded that by state statute they cannot determine what is done with the property. The county can only determine an amount for the sale and the statute allows certain costs to be included, but it does not provide any conditions for the municipality buyer. These properties are sold by quit claim deed and the City can raze the properties or improve them. The City is the holder of a redevelopment loan for this property at 1343 E. Walnut Street so their only means of recovering their indebtedness is buying the property and reselling it. Zeller stated that ultimately the goal is to get these properties back on the tax roll.

b. Parcel 18-1211	828 Lark St.	Green Bay	Lot, Home & Garage
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Motion made by Supervisor Fewell, seconded by Supervisor Robinson to approve sale of Parcel 18-1211 – 828 Lark St. for \$10,444 to the City of Green Bay. Vote taken. MOTION CARRIED UNANIMOUSLY

c. Parcel 6-211-1 1728 Carriage Ct. Green Bay Lot, Home & Garage

Motion made by Supervisor Fewell, seconded by Supervisor Robinson to approve sale of Parcel 6-211-1 – 1728 Carriage Ct. for \$20,989.20 to the City of Green Bay. Vote taken. MOTION CARRIED UNANIMOUSLY

Interested Municipality = Village of Allouez

d. Parcel AL-125-7 3245 Riverside Drive Allouez Vacant lot

Motion made by Supervisor Fewell, seconded by Supervisor Erickson to approve sale of Parcel AL-125-7 – 3245 Riverside Drive for \$24,139.44 by the Village of Allouez. Vote taken. Nay: Van Dyck. MOTION CARRIED 6 to 1

e. Parcel AL-125-8 3241 Riverside Drive Allouez Vacant lot

Motion made by Supervisor Fewell, seconded by Supervisor Erickson to approve sale of Parcel AL-125-8 – 3241 Riverside Drive for \$22,628.08 to the Village of Allouez. Vote taken. Nay: Van Dyck. MOTION CARRIED 6 to 1

With regard to the Allouez property, Van Dyck asked if this is commercial property. Zeller responded that this is the former Town and County Supper Club property and consists of the building and parking lot. Van Dyck asked if these parcels were discussed in a prior meeting as having significant value. Zeller responded that these properties would have considerable value, but the Village has developable plans on this and they have to pay the overlying districts taxes. Lund stated that whatever the property is worth, they have to pay taxes to NWTC, UWGB, etc. unless they take it off the tax rolls. Zeller stated that that was correct unless it was rezoned. At this time the property is assessed as commercial property and, as such, there is significant value. Fewell asked if the property was sold for greater money, if we had to give money back to the owner. Zeller noted that that only applies to homestead property. Fewell questioned selling these parcels for more money, but it was noted that these properties have been for sale and have been sitting for 20+ years. Corporation Counsel Brent Haroldson added that the prices Zeller calculated have been calculated under statutes which favor that the municipalities do get the first right to buy the property.

Interested Municipality = Village of Hobart

f. Parcel HB-679-3 4229 N. Pine Tree Road Hobart Lot and Home

Fewell asked if this property was on the Oneida Reservation. Zeller noted that it has an Oneida address in the Village of Hobart and the Village is interested in obtaining the home which is uninhabitable. Zeller does not know what development plans they have, but he felt it was advantageous for the county to sell the property to the Village. Fewell questioned if the property could be sold for more money to the Tribe. Lund asked who gets the first rights to buy this property. Zeller responded that this is a taxable parcel with taxes being paid to the Village of Hobart and Hobart therefore would have the most interest. Haroldson noted that this was the first he became aware that this property was on tribal land and he can look into this further. He noted that his unresearched answer would be that the municipality would get the first shot at it, but he felt it may be worth holding off on this to allow some additional research.

Zeller stated that there will be a dumpster arriving at the property tomorrow and the Department of Public Works is helping with exterior clean up. He noted that the Village of Hobart is interested in purchasing the property as is but they would not accept it with the exterior condition as it is. At this time, there are at least 4 dozen television sets in the driveway and five cats were removed from the property earlier in the week. Zeller continued that he would need corporation counsel's help on determining a price if this were offered to the Tribe as this is not something contained in the statutes. Lund asked Haroldson if the Committee went ahead with this sale, would it be between Hobart and Oneida and the County would be off the hook? Haroldson said that he would have to look into whether the county has an obligation to talk to Oneida first. He felt that if both wanted it and one wanted to pay more, the issue would be what is advantageous for the county. Haroldson said that he could reach out to the Oneidas to see if they are interested and move forward from there.

Motion made by Supervisor Robinson, seconded by Supervisor Buckley to hold until the October 26th meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

30. Convene in Closed Session to deliberate and confer with legal counsel in regards to the sale of Parcel No. 7-467, certain tax deeded property acquired by Brown County under Wis. Stats., § 75.521 that is located at 1021 Eastman Avenue in Green Bay, WI and further described as EASTMANS ADD LOT 9 BLK 39. Pursuant to Wis. Stats., § 19.85(1), any meeting of a governmental body may be convened in closed session for purposes of: (e) "Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session"; and (g) "Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved."

Motion made by Supervisor Fewell, seconded by Supervisor Moynihan to enter into closed session. Roll call vote taken. Ayes: Lund, Moynihan, Buckley, Erickson, Robinson, Fewell, Van Dyck. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Erickson, seconded by Supervisor Robinson to return to regular order of business. Roll call vote taken. Ayes: Lund, Moynihan, Buckley, Erickson, Robinson, Fewell, Van Dyck. MOTION CARRIED UNANIMOUSLY

31. Reconvene into Open Session: Discussion and possible action in regards to the sale of Parcel No. 7-467, certain tax deeded property acquired by Brown County under Wis. Stats., § 75.521 that is located at 1021 Eastman Avenue in Green Bay, WI and further described as EASTMANS ADD LOT 9 BLK 39.

Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to suspend the rules to allow interested parties to speak. Vote taken. MOTION CARRIED UNANIMOUSLY

-Gerry Faller, 3430 Langlade Road, Green Bay, Wisconsin

Faller spoke with regard to a property transaction involving his title company, Green Bay Title and Brown County. Discussion also centered on the routing of funds and transaction processes.

Motion made by Supervisor Van Dyck, seconded by Supervisor Robinson to return to regular order of business. Vote taken. MOTION CARRIED UNANIMOUSLY

32. Adjourn.

Motion made by Supervisor Buckley, seconded by Supervisor Fewell to adjourn at 11:14 pm. Vote taken. MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Therese Giannunzio
Transcriptionist

ASHWAUBENON SCHOOL DISTRICT PROPOSED BENEFIT PLAN - 2014 TO 2017

JOHNSON
INSURANCE

	Plan of Benefits Effective 1/1/14	Plan of Benefits Effective 1/1/15	Plan of Benefits Effective 1/1/16	Plan of Benefits Effective 1/1/17
Individual Deductible	In Network: \$250 Out of Network: \$500	In Network: \$250 Out of Network: \$500	In Network: \$250 Out of Network: \$500	In Network: \$250 Out of Network: \$500
Family Deductible Limit	In Network: \$500 Out of Network: \$1,000	In Network: \$500 Out of Network: \$1,000	In Network: \$500 Out of Network: \$1,000	In Network: \$500 Out of Network: \$1,000
Coinsurance Paid By The Plan	In Network: 100% Out of Network: 80%	In Network: 95% Out of Network: 80%	In Network: 95% Out of Network: 80%	In Network: 90% Out of Network: 80%
Individual Out-of-Pocket Maximum	In Network: \$250 Out of Network: \$1,500	In Network: \$750 Out of Network: \$1,500	In Network: \$750 Out of Network: \$1,500	In Network: \$1,500 Out of Network: \$3,000
Family Out-of-Pocket Maximum	In Network: \$500 Out of Network: \$3,000	In Network: \$1,500 Out of Network: \$3,000	In Network: \$1,500 Out of Network: \$3,000	In Network: \$3,000 Out of Network: \$6,000
Emergency Room	In Network and Out of Network: \$100 Copay, then In-Network Deductible	In Network and Out of Network: \$100 Copay, then In-Network Deductible	In Network and Out of Network: \$100 Copay, then In-Network Deductible	In Network and Out of Network: \$100 Copay, then In-Network Deductible
Primary Care Physician Office Visits	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance
Specialist Physician Office Visits	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$25 Office Visit Copay, then Deductible/Coinsurance
Urgent Care Office Visits	In Network and Out of Network: \$50 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$50 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$50 Office Visit Copay, then Deductible/Coinsurance	In Network and Out of Network: \$50 Office Visit Copay, then Deductible/Coinsurance
Wellness Benefit	In Network Coverage Only: 100% Out of Network: Deductible; 80%	In Network Coverage Only: 100% Out of Network: Deductible; 80%	In Network Coverage Only: 100% Out of Network: Deductible; 80%	In Network Coverage Only: 100% Out of Network: Deductible; 80%

Marty
Adams
Comment
from the
Public

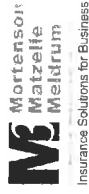
ASHWAUBENON SCHOOL DISTRICT PROPOSED BENEFIT PLAN - 2014 TO 2017

JOHNSON
INSURANCE

	Plan of Benefits Effective 1/1/14	Plan of Benefits Effective 1/1/15	Plan of Benefits Effective 1/1/16	Plan of Benefits Effective 1/1/17
Prescription Drugs - Retail (31-day supply)	Generic - \$10 Copay Preferred Brand - \$20 Copay Brand - \$60 Copay	Generic - \$10 Copay Preferred Brand - \$20 Copay Brand - \$60 Copay	Greater of 20% or Copays listed below: Generic - \$10 Copay (\$50 max) Preferred Brand - \$20 Copay (\$100 mx) Brand - \$60 Copay (\$150 max)	Greater of 20% or Copays listed below: Generic - \$10 Copay (\$50 max) Preferred Brand - \$20 Copay (\$100 mx) Brand - \$60 Copay (\$150 max)
Prescription Drugs - Mail Order (90-day supply)	Generic - \$20 Copay Preferred Brand - \$40 Copay Brand - \$120 Copay Specialty - \$75 (30 days) Out of Pocket Maximum: \$1,000 (individual) / \$2,000 (family)	Generic - \$20 Copay Preferred Brand - \$40 Copay Brand - \$120 Copay Specialty - \$75 (30 days) Out of Pocket Maximum: \$1,000 (individual) / \$2,000 (family)	Greater of 20% or Copays listed below: Generic - \$20 Copay (\$100 max) Preferred Brand - \$40 Copay (\$200 max) Brand - \$120 Copay (\$300 max) Specialty (30 days) - \$75 (\$300 max) Out of Pocket Maximum: \$1,000 (individual) / \$2,000 (family)	Greater of 20% or Copays listed below: Generic - \$20 Copay (\$100 max) Preferred Brand - \$40 Copay (\$200 max) Brand - \$120 Copay (\$300 max) Specialty (30 days) - \$75 (\$300 max) Out of Pocket Maximum: \$1,000 (individual) / \$2,000 (family)
Prescription Drug - Cost Containment	Includes: Step Therapy; Quantity Limit; Dose Optimization; Prior-Authorization.	Includes: Step Therapy; Quantity Limit; Dose Optimization; Prior-Authorization.	Includes: Step Therapy; Quantity Limit; Dose Optimization; Prior-Authorization.	Includes: Step Therapy; Quantity Limit; Dose Optimization; Prior-Authorization.

Marty Adair
Comments
from the
public -

Health Plan Performance Monitor Prepared for Brown County December 2007



I. REPORT PARAMETERS

- A. Medical Administrator:
- B. Prescription Drug Administrator:
- C. Reinsurance Carrier:
- D. Specific Stop-Loss Deductible:

Fiserv
Innoviant
ING
\$275,000

Employer Rates used for Calculating Health Premiums*:
Single \$611.17
Family \$1,614.84

II. PLAN EXPERIENCE

FIXED COST ANALYSIS			VARIABLE COST ANALYSIS				TOTAL PLAN COSTS			ENROLLMENT			
Month	Year	Provider Network Fees	Administration	Reinsurance Premiums	TOTAL FIXED COSTS	Medical Paid Claims	Prescription Drug Costs	Reinsurance Recoveries	TOTAL VARIABLE COSTS	TOTAL PLAN COSTS	Single Contracts	Family Contracts	Total Contracts
January	2007	NA	\$33,833	\$24,850	\$58,682	\$1,261,491	\$210,739	\$0	\$1,472,230	\$1,530,912	519	982	1,501
February	2007	NA	\$33,720	\$24,757	\$58,476	\$1,524,249	\$218,952	\$0	\$1,743,201	\$1,801,677	518	978	1,496
March	2007	NA	\$33,697	\$24,735	\$58,432	\$1,548,175	\$282,879	\$0	\$1,831,054	\$1,889,486	518	977	1,495
April	2007	NA	\$33,540	\$24,642	\$58,181	\$1,660,295	\$213,886	\$0	\$1,874,181	\$1,932,362	514	974	1,488
May	2007	NA	\$33,652	\$24,764	\$58,416	\$1,557,295	\$257,904	\$0	\$1,815,199	\$1,873,615	513	980	1,493
June	2007	NA	\$33,765	\$24,828	\$58,593	\$955,628	\$211,146	\$0	\$1,166,774	\$1,225,367	516	982	1,498
July	2007	NA	\$33,765	\$24,843	\$58,607	\$1,544,419	\$206,544	\$0	\$1,750,963	\$1,809,570	515	983	1,498
August	2007	NA	\$33,990	\$24,929	\$58,919	\$1,832,384	\$297,957	\$0	\$2,130,341	\$2,189,260	524	984	1,508
September	2007	NA	\$33,923	\$24,893	\$58,816	\$1,816,786	\$224,494	\$0	\$2,041,280	\$2,100,096	522	983	1,505
October	2007	NA	\$33,878	\$24,921	\$58,799	\$1,649,667	\$260,974	\$49,501	\$1,861,140	\$1,919,939	517	986	1,503
November	2007	NA	\$33,855	\$24,914	\$58,769	\$1,047,703	\$287,778	\$12,661	\$1,322,820	\$1,381,589	516	986	1,502
December	2007	NA	\$33,945	\$24,986	\$58,931	\$1,426,488	\$258,292	\$50,537	\$1,634,243	\$1,693,174	517	989	1,506
TOTALS		\$0	\$405,562	\$298,061	\$703,623	\$17,824,580	\$2,931,545	\$112,699	\$20,643,426	\$21,347,049	6,209	11,784	17,993

III. KEY INDICATORS

Average Single Enrollment: 517
Average Family Enrollment: 982
Average Total Enrollment: 1,499

Fixed Costs per Employee per Year*
Variable Costs per Employee per Year*
Total Costs per Employee per Year*

\$21,347,049
\$22,823,999
(\$1,476,950)
94%

\$469
\$13,768
\$14,237

* Data is annualized for Comparison Purposes

Disclaimer: This analysis is not intended to replace the Aggregate Excess Loss Report as prepared by your medical administrator.
Disclaimer: This report does not reflect In-Direct expenses such as printing, postage, and departmental costs.

*Represents a weighted average of PPO and HSP plans

marty
Adams -
Comments
from the
Public



Employee
Benefits

INSURANCE

Brown County

Health Insurance Plan Comparison

Effective Date: 1/1/2016

A1

Health Carrier	UMR	UMR	UMR	UMR
	2014	2015	2016 Proposed	
Insurance Type				
Provider Network:				
Deductible	In Network	Single \$2,000	Family \$4,000	Family \$4,000
	Out of Network	Single \$4,000	Family \$8,000	Family \$8,000
Co-Insurance	In Network	90%	Tier 1 - In Network 90% Tier 2 - In Network 80%	Tier 1 - In Network 90% Tier 2 - In Network 80%
	Out of Network	60%	Out of Network 50%	Out of Network 50%
Maximum Out-of-Pocket	In Network	Single \$3,000	Family \$6,000	Single Tier 1 & 2 - \$8,000
	Out of Network	Single \$6,000	Family \$12,000	Family Tier 1 & 2 - \$14,000
Office Visits	In Network	PCP \$25 Copay, then 100%	PCP Tier 1 & 2 - \$4,000	PCP Tier 1 & 2 - \$4,000
	Out of Network	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance
Retail Clinic	In Network	\$10 Copay, then 100%	\$10 Copay, then 100% Clinic, \$15 Copay for all other Retail Clinics	\$15 Copay, then 100% \$30 Copay, then 80%
	Out of Network	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance
Routine/Preventive Care	In Network	Select Services Covered in Full	Select Services Covered in Full	Select Services Covered in Full
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Urgent Care	In Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Emergency Room	In Network	Deductible & Coinsurance	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Hospital Services	In Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
Prescription Drugs	In Network	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions
	Out of Network	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions
Rates				
Employee	451	\$519.37	\$519.37	\$519.37
Employee/Spouse	0	\$0.00	\$0.00	\$0.00
Employee/Child(ren)	0	\$0.00	\$0.00	\$0.00
Family	885	\$1,382.09	\$1,382.09	\$1,382.09
Monthly Totals				
		\$1,457,385.52	\$1,457,385.52	\$1,457,385.52
Annual Totals				
		\$17,488,626.24	\$17,488,626.24	\$17,488,626.24
Annual \$5 from Current * 9.4% increase without benefit changes				

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Hea



Employee
Benefits

INSURANCE

A2

Brown County Health Insurance Plan Comparison

Effective Date: 1/1/2016

Health Carrier	UMR Eliminate Doctor Tiering/Designation Program			UMR Eliminate Doctor Tiering/Designation Program			UMR Eliminate Doctor Tiering/Designation Program		
Insurance Type	Option A			Option B			Option C - HSA Plan Excludes \$0 Fast Care		
Provider Network:									
Deductible	In Network Out of Network	Single \$2,000 \$4,000	Family \$4,000 \$8,000	Single \$2,500 \$5,000	Family \$5,000 \$10,000	Single \$4,000	Family \$4,000 \$8,000	Single \$3,000 \$6,000	Family \$3,000 \$6,000 \$12,000
Co-Insurance	Tier 1 - In Network Tier 2 - In Network Out of Network	90%		80%		80%		80%	
Maximum Out-of-Pocket	Tier 1 & 2 In Network	50%		50%		50%		50%	
Office Visits	Out of Network	Single \$4,000	Family \$8,000	Single \$5,000	Family \$10,000	Single \$3,000	Family \$6,000	Single \$6,000	Family \$12,000 \$24,000
	Out of Network	\$7,000	\$14,000	\$10,000	\$20,000	\$6,000	\$12,000	\$12,000	PCP
	Tier 1 - In Network	\$0 Copay for Near Site Clinic; all other Retail Clinics \$15 Copay			\$30 copay, then 100% (PCP, SCP)			\$30 copay, then 100% (PCP, SCP)	
	Tier 2 - In Network				(Incl. DX&L; MHSA; VIS)			(Incl. DX&L; MHSA; VIS)	
Retail Clinic	Out of Network	Deductible and Coinsurance			Deductible and Coinsurance			Deductible and Coinsurance	
Routine/Preventive Care	In Network	Bellin - \$10 Copay, then 100%; all other Retail Clinics \$15 Copay			Deductible and Coinsurance			Deductible and Coinsurance	
Urgent Care	Out of Network	Deductible and Coinsurance			Deductible and Coinsurance			Deductible and Coinsurance	
	In Network	Select Services Covered in Full Deductible & Coinsurance			Select Services Covered in Full Deductible & Coinsurance			Select Services Covered in Full Deductible & Coinsurance	
	Out of Network	Deductible & Coinsurance			Deductible & Coinsurance			Deductible & Coinsurance	
Emergency Room	In Network	\$25 Copay, then Deductible & Coinsurance			Deductible & Coinsurance			Deductible & Coinsurance	
	Out of Network	Deductible & Coinsurance			Deductible & Coinsurance			Deductible & Coinsurance	
		\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)			\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)			\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	
Hospital Services	In Network	Deductible & Coinsurance			Deductible & Coinsurance			Deductible & Coinsurance	
	Out of Network	Deductible & Coinsurance			Deductible & Coinsurance			Deductible & Coinsurance	
Prescription Drugs	In Network	20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions			20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions			20%/25%/35% \$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	
	Out of Network	Prescriptions			Prescriptions			Prescriptions	
Rates	Out of Network	Alternate			Alternate			Alternate	
Employee	451	\$546.87			\$519.37			\$495.48	
Employee/Spouse	0	\$0.00			\$0.00			\$0.00	
Employee/Child(ren)	0	\$0.00			\$0.00			\$0.00	
Family	885	\$1,455.28			\$1,382.09			\$1,318.51	
Monthly Totals		\$1,534,561.17			\$1,457,385.52			\$1,390,345.79	
Annual Totals		\$18,414,734.04			\$17,488,626.24			\$16,884,149.43	



Employee
Benefits

FULLY INSURED

B1

Brown County
Fully Insured Health Insurance Plan Comparison
Effective Date: 1/1/2016

Health Carrier		UIMC Current Plan		Deon - Prevea 360 Option 1		Deon - Prevea 360 Option 2		Aetna Option 1		Aetna Option 2	
Insurance Type				HMO		POS/PRO		POS		POS	
Provider Network:				Prevea		Prevea		About Health		Broad	
Deductible	In Network	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
	Funding Contribution	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000
	Out of Network	\$650	\$1,600	N/A	N/A	\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000
Co-Insurance	Tier 1 - In Network	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
	Tier 2 - In Network	80%	80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Out of Network	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
Maximum Out-of-Pocket	Tier 1 & 2 In Network	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
		\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000
	Out of Network	\$7,000	\$14,000	N/A	N/A	\$7,000	\$14,000	\$8,000	\$16,000	\$7,000	\$14,000
Office Visits	Tier 1 - In Network	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%	\$15 copay, then 100%
	Tier 2 - In Network	\$30 copay, then 80%	\$30 copay, then 80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Out of Network	Deductible and Coinsurance	Deductible and Coinsurance	Not Covered	Not Covered	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance	Deductible and Coinsurance
Routine/Preventive Care		Select Services Covered in Full Deductible & Coinsurance		Select Services Covered in Full Deductible & Coinsurance		Select Services Covered in Full Deductible & Coinsurance		Select Services Covered in Full Deductible & Coinsurance		Select Services Covered in Full Deductible & Coinsurance	
Urgent Care	In Network	\$25 Copay, then Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance	\$15 Copay, Deductible & Coinsurance
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Emergency Room	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)	\$100 copay, then Deductible & Coinsurance (copay waived if true emergency)
Hospital Services	In Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Not Covered	Not Covered	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Prescription Drugs	20%/25%/35%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%	20%/25%/40%
Prescription Drugs	In Network	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions	\$1,500 Single/\$3,000 Family Annual Out of Pocket Maximum for Prescriptions
	Out of Network	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
	Annual Totals	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15
Annual Totals		Annual 05 from Current		Annual 05 from Current		Annual 05 from Current		Annual 05 from Current		Annual 05 from Current	
Employee		440	440	440	440	440	440	440	440	440	440
Employee/Spouse		0	0	0	0	0	0	0	0	0	0
Employee/Child(ren)		0	0	0	0	0	0	0	0	0	0
Family		915	915	915	915	915	915	915	915	915	915
Monthly Totals		\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15	\$1,493,135.15
Annual Totals		\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80	\$17,917,621.80

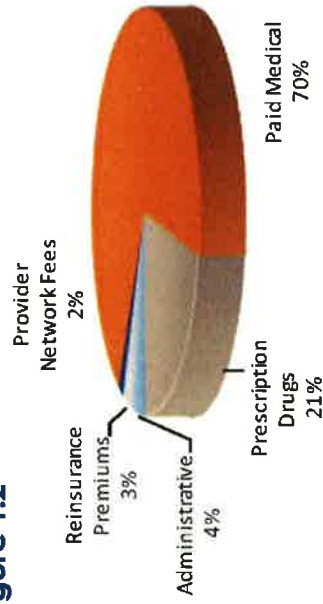
Note:
-79 subscribers reside outside of the Prevea 360 Service Area and would utilize the HealthEOS Network. They would be on the PPO Plan which has the same rates as our POS offering.
-You can dual choice the HMO and POS plans
-2 Year Rate Cap on the fully insured proposals: 9.9% HMO Plan, 11% POS Plan, and 9% PPO Plan

While every effort is made to accurately reflect the current rates, various benefits, exclusions or errors are possible. In the event of an error, the actual product brochure furnished by the insurer benefits. All plans will comply with state and/or federal requirements with regard to medical and mental benefits.

Hea

Brown County
Self Funded

Figure 1.2



Gross Costs of Health Plan

Break-Down Period:		01/01/14 - 12/31/14
Paid Medical		\$12,343,449
Prescription Drugs		\$3,789,738
Administrative		\$649,687
Reinsurance Premiums		\$572,686
Provider Network Fees		\$281,948

Administrative Fee

*Prevea 360	Prevea only / Dean Health out of Madison	+1.9%
*Arise / WPS	State Wide / About Health	+19.7%

2014 Current Charges

UMR Choice Plus Network Overall Discount	\$27,821,256
Paid Claims	44%
	\$12,346,000

*Unable to determine claim impact

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Issue #1 – Excess Cash/Safe Fluctuations

Supervisory Staff of The NEW Zoo & Adventure Park were directly involved in the creation of this list and acknowledged these reasons for our historical safe fluctuations:

Example 1: (All cash register drawers must start with \$300 each day) Staff counts down drawers at night, someone might count incorrectly and mistakenly leave less than \$300 in a drawer. All of the money that has been removed from the drawer goes into the deposit. It is accounted for in Altru as an overage on that drawer and the drawers are approved and closed in Altru, the deposit made in Altru and the money is deposited in the bank.

The counted down drawer that is put back into the safe is assumed to have \$300 in it, but it does not. By the time the drawers are recounted in the morning and they realize that the drawer is short and that they need to start the day with \$300, they take the difference out of the safe overage and account for that on the safe verification log. The money cannot be taken out of the deposit because drawers are closed, the deposit is sealed, the daily deposit has been emailed.

Example 2: (The giraffe drawer starts each day with \$50). The person who counts the giraffe money at the end of the day inadvertently puts all the money in the deposit rather than count the drawer down to \$50. All of the money is deposited in the bank the next morning. When the giraffe bag is opened to start the next day it is noticed that there is not \$50 in it, so they take \$50 from the safe to begin the day. The money cannot be taken out of the deposit because it is sealed -ready to go and the daily worksheet has been sent out. Staff figures it'll all balance out in the end because the money is being put into the deposit- it just might be on different days.

Example 3: The money counting machines often stop in the middle of the counts. The money must be counted and recounted and recounted and is recounted until two counts match. Some days there are 3, 4, 5 counts to get a match. Dan Process was in the room watching a typical count on a day when that happened. Who is to say that those two counts are the actual numbers – they are just the two that happened to match. Again, it would account for some of the fluctuations.

Example #4: Pepsi Machine Coin/Change. Say we collect \$3000 from the Pepsi machines. When the Pepsi money is put into Altru it must be rolled back to a lesser number because Altru calculates sales tax automatically. If it is entered at a higher number Altru counts it as a higher amount than is there. If the people doing the deposit don't catch that and they "close the drawers" in Altru, it completes the deposit and Supervisors don't know how to change that. I just learned how to open a deposit and make changes like that 3 weeks ago during 24 hours of Altru training. (It is a highly complex process.) Staff has said they have taken the difference out of

the safe overage to make up for it. If you do a refund in Altru on the next day, the refund comes out on the day the refund is processed, not the day the issue took place.

Example #5: People have counted out change drawers for use in Education (\$50) and have not made note of it for those who are counting the safe. It shows the safe to be down \$50, but is made up when the drawer is turned in later in the day on the next day's deposit.

Example #6: Mistakes have been made in counting the safe when money is out for a change order and the paperwork was not put on the front of the safe. The safe log is shown to be off that amount of money (could be a few hundred \$'s), but the safe goes back up to where it should be as soon as the change is brought back by armored carrier a few days later.

A huge safe variation happened to me to the tune of \$2600 one day, no note was left that \$2600 was taken out for change. I panicked and called our Guest Services Coordinator to see what she might know about the unaccounted for money and that was it.

NOTE: I inherited a safe with a \$278 overage in Sept. 2014. The safe has never gone under the \$9830 standard balance in the year I have been here. We have only operated with too much money in the safe. When I started there was \$278 too much in the safe, one year later there is \$34 less after taking in nearly \$2 million. I am still waiting for a response from County Administration on what to do with the current overage to correct the safe variance.

The safe has fluctuated for years prior to my coming on board. Please feel free to check previous years' Safe Verification Logs in County storage.

I have attached the September Safe Verification Log to show that the safe balance has not fluctuated since the high schoolers and very part time college students have gone back to school.

(Some solutions will be offered on another page.)

NEW Zoo
Safe Verification Log
September 2015

\$3000 Bank Bag #: 2034150 PJ

Any discrepancies over \$10.00 must be reported to Patricia Jelen

Date	VERIFIED BY First Signature	Second Signature	SAFE Over/Short	DEPOSIT Over/Short	Spot Check OK/Investigate	\$3000 Bag Review Date
9/1/2015	Smolcicki	Klarkowski	+208	+1.16	OK PJ	9-2-15
9/2/2015	Klarkowski	Erin H. Smolcicki	+244	+0.85	OK PJ	9-2-15
9/3/2015	Klarkowski	Stalza	+244	+1.10	OK PJ	9-2-15
9/4/2015	Altman	Stalza	+244	+1.25		
9/5/2015	Erin H. Smolcicki	Avery Brown	+244	+11.02	inv. PJ	
9/6/2015	Altman	Wojanowski	+244	+1.76		
9/7/2015	Altman	Stalza	+244	+0.05		
9/8/2015	Klarkowski	Brittany J. Jansen	+244	+1.26		
9/9/2015	Klarkowski	Stalza	+244	+0.01		
9/10/2015	Erin H. Smolcicki	Kyle Jansen	+244	+0.02		
9/11/2015	Erin H. Smolcicki	Frank Jansen	+244	+0.01		
9/12/2015	Altman	Kaitlin Wilson	+244	(15.08)	inv. PJ	9-14-15
9/13/2015	Altman	Michelle Jansen	+244	+2.95		
9/14/2015	Klarkowski	Stalza	+244	+1.41		
9/15/2015	Klarkowski	Avery Brown	+244	-2.06		
9/16/2015	Pat Jelen	Stalza	+244	+1.90	OK PJ	9-18-15
9/17/2015	Erin H. Smolcicki	Frank Jansen	+244	-1.14	OK PJ	9-18-15
9/18/2015	Klarkowski	Stalza	+244	-0.00		
9/19/2015	Olivia Hruschka	Jessie Lee	+244	+14.98	inv. PJ	
9/20/2015	Jessie Lee	Morgan Jansen	+244	+31.98	inv. PJ	
9/21/2015	Erin H. Smolcicki	Stalza	+244	+1.00		
9/22/2015	Erin H. Smolcicki	Stalza	+244	-0.36		
9/23/2015	Erin H. Smolcicki	Wojanowski	+244	(1.47)		
9/24/2015	Erin H. Smolcicki	Stalza	+244	-6.66		
9/25/2015	Erin H. Smolcicki	Morgan Jansen	+244	+11.52	inv. PJ	
9/26/2015	Altman	Michelle Jansen	+244	+31.97	inv. PJ	
9/27/2015	Erin H. Smolcicki	Michelle Jansen	+244	-(4.13)		
9/28/2015	Erin H. Smolcicki	Stalza	+244	+5.03		
9/29/2015	Erin H. Smolcicki	Stalza	+244	(0.01)		
9/30/2015	Klarkowski	Morgan Jansen	+244	+7.00		9-30-15

Day of week: Tuesday Date: 1/13/14

[illegible]

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Wednesday Date: 1/14/15

a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

5-2-15

Date:

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

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Date: 5-15-15

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

5/26/5

Date:

[illegible]

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Day of week: Wednesday Date: 5-27-18

[illegible]

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

9-15

9-15

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Day of week: Saturday Date: 6-13-15

Time	Supervisor	Witness	Drawer	Pennies	Nickels	Dimes	Quarters	Ones	Fives	Tens	Twenties
6:53	US	AD	Vend Keys								
7:20	US	AD	Open								
9:10	US	CK	Wrist bands								
11:15	US	PD	Change			10				10	
12:00	US	NP	Change					100			
12:34	US	PD	Change						100		
2:04	US	PD	Vend Keys								
2:10	US	PD	Vend Keys								
2:15	US	HW	Drawer								
3:55	CK	PD	Closing Drawer								
8:00	CK	ES	CK Closing								

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Day of week: Friday Date: 6-19-75

Time	Supervisor	Witness	Drawer	Pennies	Nickels	Dimes	Quarters	Ones	Fives	Tens	Twenties
6:59	AB	JF	Verdwy								
7:54	LY	RG	Verdwy								
10:53	AK	NP	Change								
12:33	AK	SF	Change								
1:02	MB	TW	drawer								
1:27	MB	TW	drawers								
2:13	AK	NP	Change								
2:51	AK	TW	drawer closing								
3:21	AK	TW	close								
3:35	MB	TW	Change								
3:39	AK	NP	Change								
3:50	AK	NP AK	Change close								
6:52	MB	TW	Change								
7:02	MB	AK	drawer								
8:23	MB	AK	Closing								

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Day of week: Sunday Date: 6-21-15

Time	Supervisor	Witness	Drawer	Pennies	Nickels	Dimes	Quarters	Ones	Fives	Tens	Twenties
7:03	AB	HW	vending								
7:38	AB	HW	opening								
10:18	CK	MA	Change								
11:50	CK	MM	Change						200	200	
12:18	CK	MM	Change					200			
1:46	CK	CS	Change					60		100	
2:05	CK	CS	Change								
2:45	CK	HW	Closing								
4:00	CK	MM	Closing drawer								
5:10	CK	NP	Change								
6:00	CK	NP	Closing Drawer								
8:00	CK	CS	closing								

No person can sign or initial for anyone else. Failure to have a witness going into the safe can result in disciplinary action up to and including disciplinary action, per cash handling policy.

Issue #3

Jelen, Patricia E.

From: Hein, Don L.
Sent: Wednesday, September 23, 2015 1:19 PM
To: Jelen, Patricia E.
Cc: Bendickson, Erica L.
Subject: FW: Cleanup of Blackbaud issues - Jan.-August
Attachments: Zoo Blackbaud and Point & Pay revenues Jan-Aug.xlsx

Of course, I hit send just before attaching the file.
Try that again.

From: Hein, Don L.
Sent: Wednesday, September 23, 2015 1:18 PM
To: Jelen, Patricia E.
Cc: Bendickson, Erica L.
Subject: Cleanup of Blackbaud issues - Jan.-August

\$92.95
credit card
fees

Patricia,

I'm taking some time this week to clean up a lot of my bank reconciliation open items. As you know, the whole Blackbaud system has led to numerous variances for me over the past 8 months. I've been tracking all the Blackbaud activity from three sources: Zoo deposit worksheets, Chase bank statements and Blackbaud reports. I'm attaching the spreadsheet I've been using. It also has some Point & Pay analysis at the bottom but ignore that for now.

Interestingly, while I have adjustments that go back and forth, the net cash amount I'm off at the end of August is only \$97.95. This is made up of the following, which I propose to adjust by a journal entry (positive figures mean increase cash and revenue, negative numbers mean decrease cash and revenue or increase expense):

- \$21.81 3/13 Zoo worksheet seems to have only picked up two of three Blackbaud transactions and omitted one for \$21.81 gross
- \$232.40 5/14 Blackbaud transaction omitted entirely from being receipted (at gross)
- \$26.94 7/6 Blackbaud transaction omitted entirely from being receipted (at gross)
- \$(5.00) 7/4 Zoo worksheet - listed as Blackbaud but not found on Blackbaud reports - maybe on wrong line on worksheet
- \$(374.10) Total of Blackbaud service fees that were included in revenue but should be expensed

I would like you to confirm that you agree with the above items and then provide me with the account numbers you want me to use in my adjustment. I would need the revenue accounts for the Blackbaud transactions that were not receipted and the service fees expense account you would like me to post that amount to.

Donald Hein, Accountant
Brown County Administration
(920) 448-4207

MEMO

To: Troy Streckenbach ✓
Chad Weininger

From: Lorrie Blaylock
Christina Connell
Camille Stymiest

Date: October 8, 2015

Re: SMART Goal- Leadership Training 2015 – RECRUITMENT, TRAINING and SELECTION Results

Attached please find a spreadsheet/overview of the recent leadership training that HR presented in August 2015.

As you can see, approximately 60 supervisors/managers attended these 6 sessions and their feedback and comments indicate that the training met or exceeded their expectations.

Registrations are currently being accepted for HR's next training session on CORRECTIVE ACTION. These 6 sessions will be held in late October/early November.

We are all very excited about these training sessions and seizing the opportunity to arm our leadership with information that will help them be most effective and engaged in their jobs. Our hope is that this will trickle down to the entire workforce.

Please let me know if you have any questions or comments.

/att.

C: Warren Kraft

22

RECRUITMENT, TRAINING AND SELECTION AUGUST 2015 -
Presenters: Lorrie Blaylock/Tom Smith

	# of responses to each question										
	1	2	3	4	5	6	7	8	9	10	total
1. Was the training helpful to you?					1	4	11	16	14	13	59
2. Did you learn new information you did not know previously?					2	5	13	15	11	10	56
3. Were the facilitators able to accurately and thoroughly answer any questions you/others had?							2	10	10	35	57
4. Would you recommend this training to others in leadership role at Brown County?					1		2	10	15	32	60
5. Did this training module meet your expectations?						2	5	15	11	25	58
6. Do you feel better prepared and knowledgeable to perform your role after attending this session?			1			4	5	11	16	22	58
7. Was the PowerPoint and/or handouts helpful and easy to follow?					1		2	10	13	32	58
8. Will you attend future training modules?							1	4	14	39	58

Any additional training on Neogov would be helpful to me since working in it at ADRC. Also this was wonderful. Would appreciate any additional trainings to leadership.
Nice job. Thanks for the effort!
No comment.
Communication with employees and boundaries. This came up recently with texting employees by a supervisor and 'regular' communication boundaries in general. And the move from coworker to supervisor would be good.
Discipline process-for the interviewing process, I would like to see us add objective candidate evaluation tool for panel candidate it interviews
Performance issues. Disability - short term.
Discipline process - internal hiring; on call vs. FTE (This might be internal to CTC). Employee evaluations.
Employee discipline.
Strategies to intervene and implement with difficult and challenging employees.
I'm willing to talk about an option for providing training on dementia in the workplace which is becoming more prevalent. Mary Schlautman.

ATTENDEES:

DEBBIE ABRUSTER
 JOHN BEHRENDT
 KINSEY BLACK
 DEBRA BOWERS
 TINA BRUNNER
 JOHN BUSHMAKER
 DEVON CHRISTIANSON
 MICHELE CONARD
 KIMBERLY COLLINS
 KEVIN CULLEN
 PAUL DANIELSKI

HEALTH
 AIRPORT
 ADRC
 ADRC
 ADRC
 HUMAN SERVICES
 ADRC
 DISTRICT ATTORNEY
 CTC
 MUSEUM
 FACILITIES MANAGEMENT

BONNIE DEBAUCHE
CHRISTEL GIESEN
ROBYN GILLIS
DEBBIE GORE
HOLLY GROSE
DAWN HARRIS
DEAN HAEN
JOHN HOLZER
BARBARA JORDAN
JENN KOETZ
LYNN KLESSIG
JUDY KNUDSEN
DAWN LAPLANT
BETH LEMKE
CHUCK LAMINE
HOLLY MALVITZ
DONNA MARTZAHN
KATHY MEYER
MELINDA MOMMAERTS
MIKE MUSHINSKI
KARA NAVIN
LINDA PERA
ERIK PRITZL
MEGHANN REETZ-NORTON
LAURIE ROPSON
JULIANA RUENZEL
SANDY JUNO
KEVIN SCHMELING
MARY SCHLAUTMAN

HUMAN SERVICES
ADRC
HUMAN SERVICES
REGISTER OF DEEDS
ADRC
CTC
PORT & RESOURCE RECOVERY
ADRC
CTC
LIBRARY
CTC
UW EXTENSION
CTC
MUSEUM
PLANNING
CIRCUIT COURTS
CLERK OF COURTS
PLANNING
HUMAN SERVICES
LAND CONSERVATION
HUMAN SERVICES
REGISTER OF DEEDS
HUMAN SERVICES
CTC
ADRC
CORPORATION COUNSEL
COUNTY CLERK
SHELTER CARE
ADRC

Health Risk Assessment Executive Report

Brown County

Presented By:

**THE BUSINESS
TEAM**
bellinhealth

HRAs Completed in 2015





2015 EXECUTIVE SUMMARY

Brown County

Selection Criteria: Gender: Males and Females Status: Employees, Spouses, and Others

Annual HRA Participant Results

Date of report: 09/24/15

Year	Total Empl's	Total Spo's	Total Other's	Total Par's	Avg. Age	Avg. Score	Percent of participants in health point ranges				
							86 - 100	71 - 85	61 - 70	51 - 60	0 - 50
2015	1195	79	-	1274	43.6	79.7	42.8%	29.9%	16.6%	6.7%	4.1%
2014	1343	118	1	1462	43.8	80.4	45.3%	29.4%	15.3%	6.2%	3.9%
2013	1064	126	1	1191	44.5	76.1	34.4%	29.1%	19.1%	10.1%	7.3%
2012	-	-	-	-	-	-	-	-	-	-	-
2011	-	-	-	-	-	-	-	-	-	-	-
2010	-	-	-	-	-	-	-	-	-	-	-
2009	-	-	-	-	-	-	-	-	-	-	-
2008	-	-	-	-	-	-	-	-	-	-	-
2007	-	-	-	-	-	-	-	-	-	-	-
2006	-	-	-	-	-	-	-	-	-	-	-
2005	-	-	-	-	-	-	-	-	-	-	-
2004	-	-	-	-	-	-	-	-	-	-	-
2003	-	-	-	-	-	-	-	-	-	-	-
2002	-	-	-	-	-	-	-	-	-	-	-
2001	-	-	-	-	-	-	-	-	-	-	-

Current Year	Good News	Bad News
Average Score	Above the All-Healics average of 74.0	< < <
Annual Avg. Score	Above first year ave. of 76.1	< < <
Ranked Risks	BP Glucose Tobacco	Body fat LDL Cholesterol Weight
Zero to 60 points	10.8% vs. All-Healics average of 20.5%	< < <

Top three wellness program interests:

1) Nutrition Education

2) Weight Control

3) Stress Management

NC = Result Not Calculated.

To protect anonymity, results are not calculated for groups with less than 25 participants.



2015 RISK PROFILE % REPORT

Brown County

Selection Criteria: Gender: Males and Females Status: Employees, Spouses, and Others

Male Employees	453	Female Employees	742	Total Employees	1195
Male Spouse	43	Female Spouse	36	Total Spouse	79
Male Others	0	Female Others	0	Total Others	0
Male Total	496	Female Total	778	Total	1274

Average Points 79.7 Average Age 43.6

Point Categories

Participants

Min	Mod	Med	High	Ext Risk
86 - 100	71-85	61-70	51-60	50 or less
42.8%	29.9%	16.6%	6.7%	4.1%

Test Results

	Min	Mod	Med	High	Ext Risk	Unknown
1. Tobacco Use	88.6%	2.2%	1.0%	4.0%	4.1%	0.1%
2. Weight Control	42.5%	13.9%	13.0%	8.4%	22.1%	0.0%
3. Body Fat	35.9%	13.0%	16.9%	10.0%	24.3%	0.0%
4. Blood Pressure	75.0%	10.8%	11.0%	1.3%	1.9%	0.0%
5. Total Cholesterol	54.3%	19.3%	12.3%	7.5%	6.4%	0.1%
6. LDL Cholesterol	28.7%	19.4%	17.0%	22.4%	11.3%	1.1%
7. HDL Cholesterol	43.9%	23.8%	19.0%	8.2%	5.1%	0.1%
8. Total Chol/HDL Ratio	22.2%	27.3%	31.2%	16.5%	2.7%	0.1%
9. Triglycerides	69.2%	7.6%	12.3%	9.8%	1.0%	0.1%
10. Glucose	76.8%	11.5%	5.3%	4.1%	2.2%	0.1%
11. GGT	81.8%	12.0%	3.3%	1.2%	1.6%	0.2%

PSA results for males

Risk level

Test result

56.6%	28.7%	6.6%	3.3%	4.9%
0.0 - 0.9	1.0 - 1.9	2.0 - 2.9	3.0 - 3.9	4.0+

Self Scored Results

1. Seat Belt Use

Frequency of use

Min	Mod	Med	High	Ext Risk	Unknown
97.3%	1.5%	0.6%	0.3%	0.0%	0.2%
Always	Usually	Frequent	Occasional	Never	

2. Alcohol Use any given day

Max any given day

Alcohol Use per week

Average per week

67.6%	18.3%	9.2%	3.0%	1.3%	0.7%
0 - 1	2	3	4	5+	
94.3%	3.7%	0.8%	0.5%	0.0%	0.7%
0 - 7	8 - 14	15 - 21	22 - 28	29+	

3. Exercise - Activity

Hours per week

43.4%	25.7%	14.8%	10.0%	5.7%	0.4%
3+	2 - 3	1 - 2	½ - 1	< ½	

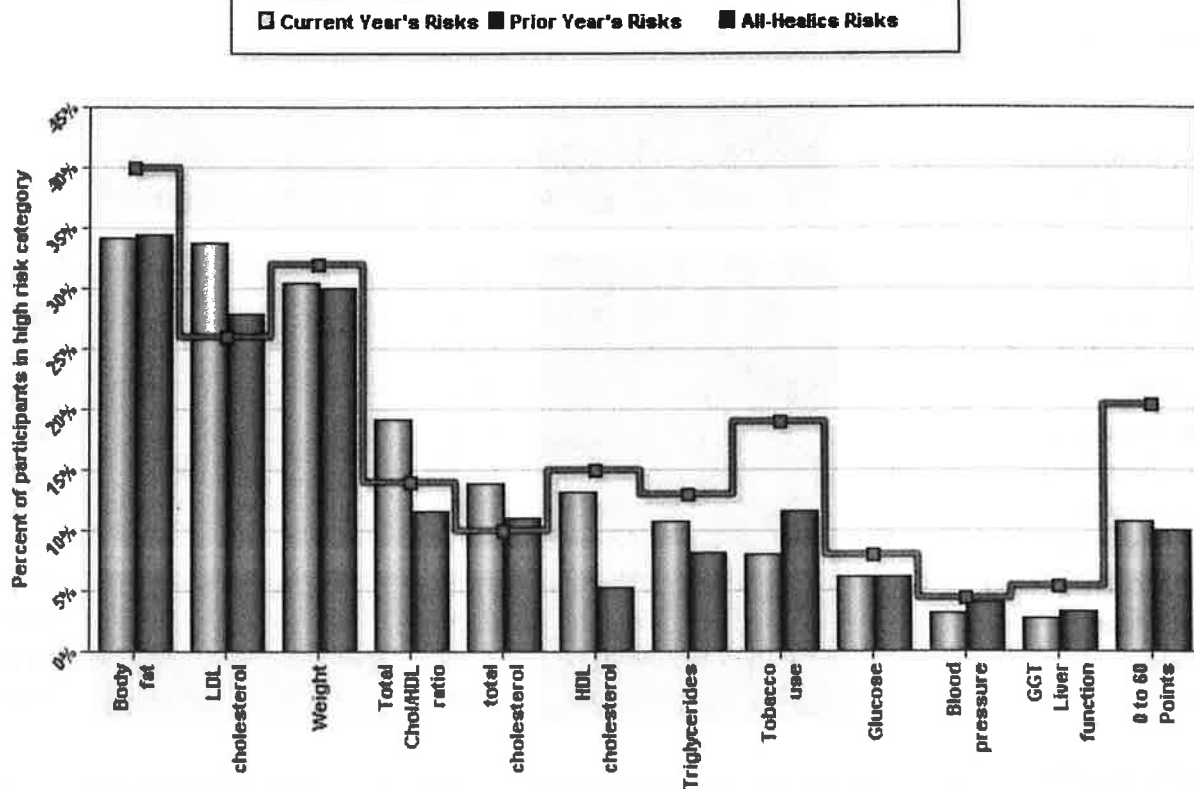


2015 HIGH RISK VS. ALL-HEALICS Brown County

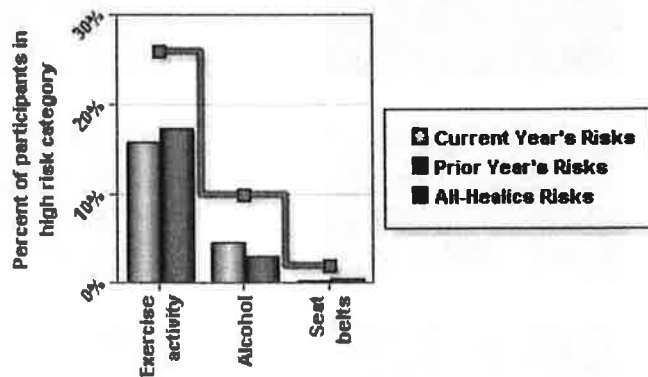
Selection Criteria: Gender: Males and Females Status: Employees, Spouses, and Others

This chart illustrates how your group fared in comparison to All-HEALICS averages. Bars that go above the green All-HEALICS line are opportunities for improvement.

MEASURED HIGH RISK FACTORS



SELF REPORTED HIGH RISK FACTORS





Multi-year Risk Comparison Analysis

Brown County

2013 - 2015

NOTE: includes participants that screened in all of the selected years.

Selection Criteria: Gender: Males and Females Status: Employees, Spouses, and Others

Results By Tests Taken:	2013	2014	2015
Male Employee	284	284	284
Female Employee	507	507	507
Total Employees	791	791	791

Male Spouse	17	17	17
Female Spouse	19	19	19
Total Spouse	36	36	36

Total Other Participants	0	0	0
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Total Male	301	301	301
Total Female	526	526	526
Total Participants	827	827	827

Percent Employees	95.6%	95.6%	95.6%
Percent Spouse	4.4%	4.4%	4.4%
Percent Other	0.0%	0.0%	0.0%
Percent Male	36.4%	36.4%	36.4%
Percent Female	63.6%	63.6%	63.6%

Average Age	44.1	45.1	45.9
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Percent by Risk Category:

Minimal Risk 86-100	35.6%	45.5%	42.1%
Moderate Risk 71-85	29.6%	31.6%	32.4%
Medium Risk 61-70	19.2%	15.4%	16.6%
High Risk 51-60	9.3%	5.7%	6.3%
Extreme Risk 01-50	6.3%	2.1%	2.8%

Average Points by Risk Factor:

Tobacco Use (24)	20.8	23.0	23.3
Blood Pressure (16)	13.9	14.2	14.4
Weight Control (12)	6.9	7.2	7.2
Body Fat percent (12)	6.1	6.8	6.6
Total Cholesterol (4)	3.2	3.5	3.3
HDL Cholesterol (4)	3.4	3.3	3.0
Total/HDL Ratio (4)	2.7	2.8	2.5
LDL Cholesterol (4)	2.2	2.5	2.3
Triglycerides (8)	6.7	7.0	6.7
Glucose (8)	7.2	7.2	7.1
GGT (4)	3.7	3.7	3.7
Average Total Points	150	152	150

Average Points For Self Reported Risk Factors:

Exercise - Activity (5)	3.5	3.9	4.0
Alcohol Use (5)	4.3	4.6	4.5
Safety (10)	9.9	10.0	10.0

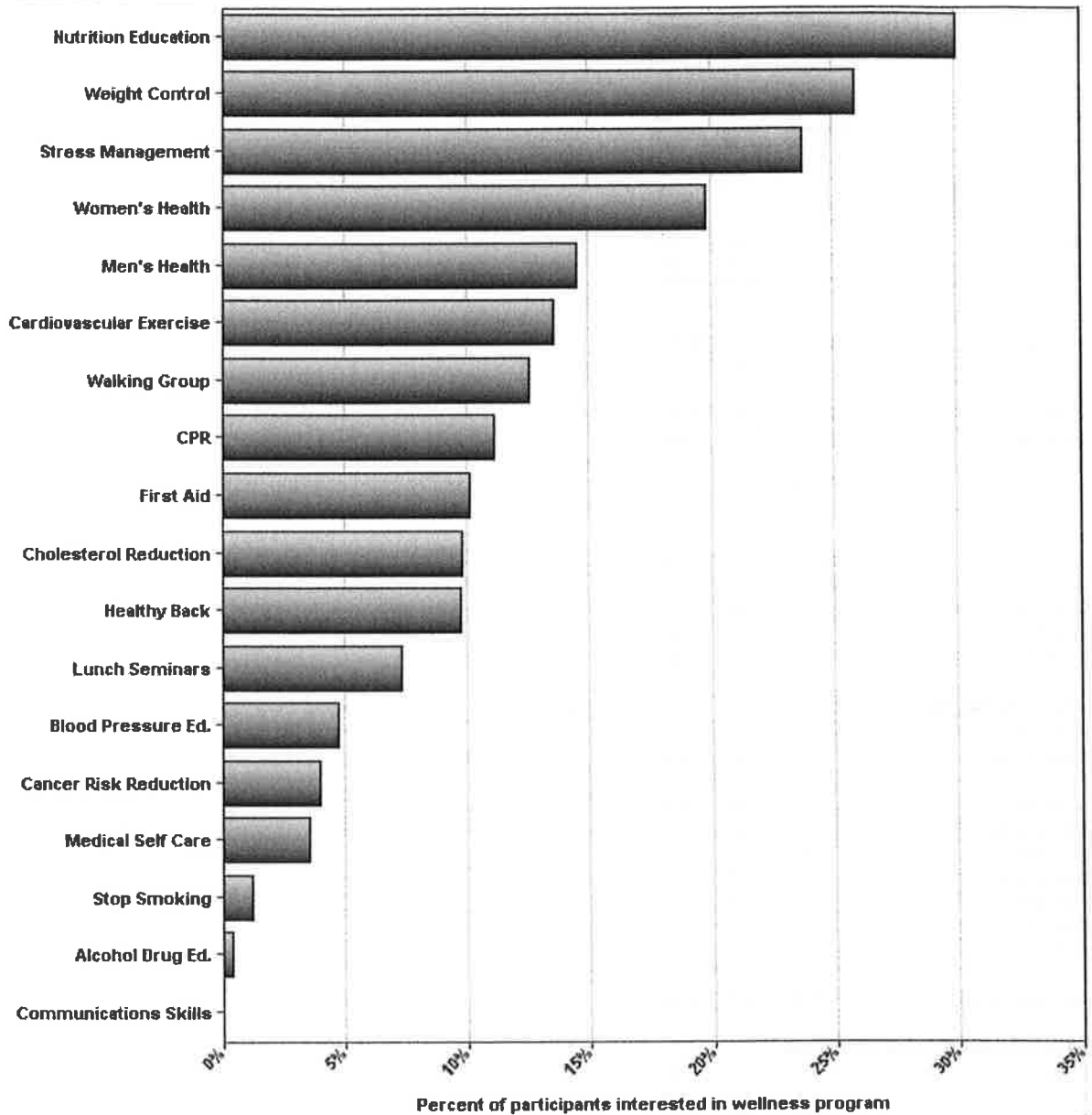


2015 INTEREST SURVEY

1274 Participants

Brown County

Requested Wellness Programs



Percent of participants interested in wellness program



Brown County

What is a Reasonable Alternative Standard (RAS)?

Your health plan wants to help you take charge of your health. Rewards are available to all employees who participate in the Brown County Wellness Program. For example, if your total score is under 86, you will have the opportunity to earn the reward. If you cannot move your score, you will still have an opportunity to qualify for the reward. We will work with you and your doctor to find a program that is right for you.

Under Brown County's Wellness Plan, the health plan Health Reimbursement Account (HRA) levels are based on the outcome of a participant's Personal Health Assessment (PHA) score. In accordance with applicable law, the Wellness Plan has established Reasonable Alternative Standards (RAS), which are available to participants that completed the PHA and lost points on their PHA. Participants that have completed the PHA and are in the Tobacco, Standard, Bronze or Silver level may choose to complete one or more RAS(s) to earn back PHA points in order to qualify for the Standard, Bronze, Silver or Gold levels. Participants may choose to complete multiple RAS Activities in order to move up levels (i.e., from Silver up to Gold or Standard up to Gold). Upon completion of the RAS(s), if enough points are gained back the employee will be moved to the Standard, Bronze, Silver or Gold level and will receive an HRA contribution based on the difference between the starting level and new level for contributions already received for the 2015 calendar year.

A RAS is an activity that must be completed in order to earn back PHA points. There are three (3) categories of RAS Activities based on the PHA scoring:
RAS Categories

1) Weight 2) Blood Pressure/Cholesterol/Triglycerides/Glucose 3) Nicotine Use

There are multiple activities the participant may choose from under each RAS category, and at least one option under each is a cost-free option. Only one of the activities under each RAS category will need to be completed to earn back points. The number of RAS(s) you may complete to move to the Standard, Bronze, Silver or Gold level will depend on where points were lost on the PHA. For example, if you lost points for Weight and Blood Pressure, you would need to complete one RAS activity from each of those two RAS categories shown above to gain all of those points back and have met the indicated outcome goals.

Participants will need to meet with the Onsite RN Health Coach to review PHA results, select the RAS Activity(ies) that will be completed, to earn back PHA points, unless not possible due to circumstances beyond the Participant's control. For example, if the Participant is 8 months pregnant and on doctor-ordered bed rest. In addition, when participants have completed the RAS Activity(ies) they will need to see their Onsite RN Health Coach again for a follow-up discussion, to receive their Certificate(s) of Achievement.

Important Information About RAS Activities:

- You must be in the Tobacco, Standard, Bronze or Silver premium level (have completed the PHA) to be eligible to earn back PHA points using a RAS (employees in the non-participant level are not eligible).
- You will need to meet with your Onsite RN Health Coach to review your PHA results and choose an appropriate RAS Activity(ies).
- The length of all RAS activities is approximately 3 months (must be consecutive).
- You must complete the RAS by attending the required sessions during the 3-month period in order to receive a Certificate of Achievement.
- The Certificate of Achievement will be provided to you by the Onsite RN Health Coach, at the completion of the RAS activity.
- Your Certificate of Achievement must be signed by your Onsite RN Health Coach (set up follow-up appointment after completing your RAS).
- Completed Certificates of Achievement should be sent to Healics (follow instructions on RAS Certificate of Achievement). Employees should also keep a copy of the Certificate of Achievement.
- Once the information is forwarded to Healics, if you have earned back enough points to move you to the Standard, Bronze, Silver or Gold level, Healics will notify EBC that you have qualified for a level change (Standard, Bronze, Silver or Gold). The adjustment will be made within a month of the wellness nurse issuing the completed RAS certificate, EBC will move you to the new level and you will receive an HRA contribution adjustment for the difference between the level you started in (Tobacco, Standard, Bronze or Silver) and the new level (Standard, Bronze, Silver or Gold), that have already been paid retroactive to January 1, 2015.
- RAS Activities for the 2015 plan year may be completed at any time between January 1, 2015 and December 15, 2015 (initial Onsite RN Health Coaching meeting needs to occur by September 15, 2015) and employee will receive an HRA refund retroactive to January 1, 2015.
- Premium refunds will be processed as soon as administratively possible.
- You may complete more than one RAS activity at the same time. However, if the same activity can be completed for more than one type of RAS activity (i.e., Health Coach Sessions), you must complete a separate session for each RAS category. For example, if you choose the Health Coach Sessions for your RAS activity for Weight and also for Cholesterol, you would need to attend 6 months of Health Coach Sessions (3 months for each RAS category).



Weight	Blood Pressure/Cholesterol/ Triglycerides/Glucose	Nicotine
RN Health Coach Sessions Cost: Free for 8 sessions over 3 months HMR Weight Management Program (In Clinic or At Home) Cost: Free Coaching with HMR Food purchase required (\$84-\$99/week) Weight Watchers Program Cost: \$35.95/month, if no more than one meeting is missed per quarter, individuals are reimbursed \$49.50/quarter Fitness Center Membership Cost: Cost of membership with a \$15 per month reimbursement for 12 visits per month	RN Health Coach Sessions Cost: Free for 8 sessions over 3 months HMR Weight Management Program (In Clinic or At Home) Cost: Free Coaching with HMR Food purchase required (\$84-\$99/week) Weight Watchers Program Cost: \$35.95/month, if no more than one meeting is missed per quarter, individuals are reimbursed \$49.50/quarter Fitness Center Membership Cost: Cost of membership with a \$15 per month reimbursement for 12 visits per month	Freedom From Smoking (Group) Cost: Free Freedom From Smoking (1:1) Cost: Free

Please see the descriptions for the RAS Options shown below for more information. Prices shown may change without notice.

Note: If you choose the same RAS Activity for more than one category (i.e., for Weight/BMI and Blood Pressure), you will need to complete the activity two times, once for each RAS category.

RAS ACTIVITY DESCRIPTIONS (All sessions are for approximately 3 months)

Health Coach Sessions

Description: Meet with an RN Health Coach (face-to-face or telephonic) to discuss PHA results, develop wellness plan and set goals

Schedule: Initial meeting 20 minutes, then 1x/week (20 mins) for 4 weeks and 1x/every other week for 8 weeks (total of 8 visits).

Cost: Free

Contact: To schedule with Lisa Dworak call 1-800-528-7883 or 433-7883.
Email: dworak_lm@co.brown.wi.us

Weight Watchers Program

Description: Join Weight Watchers At Work Program and be reimbursed per quarter if attendance requirement is met. Obtain a Weight Watchers card in Human Resources. The card is initialed by the instructor at every meeting. Miss no more than one meeting per quarter and be reimbursed \$49.50 per quarter. Completed cards are turned in to Melinda Enderby in Human Resources.

Session Schedule: Weekly meetings at Schreiber Foods from 12:15 to 12:45

Cost: \$35.95 per month

Contact: kris.skupas@schreiberfoods.com or jvannoie@yahoo.com

HMR Weight Management Program

Description: Structured diet with counseling and support, some program options with medical supervision and at-home program offered. HMR Food must be purchased through program.

Schedule: 12 Weekly classes (60-90 mins/week, depending on program option).

Cost: Coaching program fee free with HMR Food purchase (\$84-99/week).

Contact: (920) 433-6787

Freedom from Smoking (Group or 1:1)

Description: National program with proven strategies to help you quit smoking.

Schedule: Initial meeting, then classes 1x/week (60-90 minutes/ea) for 7 weeks and 3 follow-up phone calls 1x/every other week.

Cost: Free

Contact: To schedule with Lisa Dworak call 1-800-528-7883 or 433-7883.
Email: dworak_lm@co.brown.wi.us

Fitness Center Membership – Refund Incentive Program

Description: This program reimburses participants a portion of their \$49.50 fitness membership fees. To participate in the program, you must be an active member of a fitness facility (of your choosing) and workout at that facility a minimum of twelve (12) times per month to be reimbursed \$15 per month.

Session Schedule: 12 times per month for 3 consecutive months.

Cost: Varies based on individual facility

Contact: Jeanne Buzzell in HR at ext. 4071

Note: RAS activity availability may vary depending on session/program start dates and number of participants enrolling. Prices shown may change without notice.



HOW TO COMPLETE A REASONABLE ALTERNATIVE STANDARD (RAS)

FOLLOW THESE STEPS TO COMPLETE A RAS:

- 1) Review your Personal Health Assessment (PHA) results (mailed to your home by Healics), in order to determine where PHA points were lost.
- 2) Determine which RAS Category(ies) PHA points were lost (or not awarded) in:

Category 1: Weight

Category 2: Blood Pressure/Cholesterol/Triglycerides/Glucose

Category 3: Nicotine Use

- 3) Decide if you need to complete one or more RAS(s) to move to the desired HRA contribution level (Standard, Bronze, Silver, or Gold).

Example A: Your score was 76 and you lost 24 points because you are a tobacco user (tested positive for nicotine). If you complete a RAS for Nicotine Use (Category 3) you will receive all 24 points back and can move to the Gold level.*

Example B: Your score was 70 (Bronze) and you lost 9 points for weight, 9 points for cholesterol and 12 points for blood pressure. If you complete a RAS for Category 1 (Weight) you will receive 9 points back, and can move to the Silver level. In addition, if you also complete a RAS for Category 2 (which includes Blood Pressure and Cholesterol), you will receive all 21 points back (9 points for cholesterol + 12 points for blood pressure), and can move to the Gold level.*

**These are examples only. The amount of points you would earn back based on participating in a RAS and depends on the amount of points you lost (or were not awarded) on your individual HRA results.*

- 4) Review the RAS Activities, make an appointment with your Onsite RN Health Coach to review your PHA results, choose the RAS Activity(ies) you will complete. A RAS appointment with your Onsite RN Health Coach will be at no cost.
- 5) Sign up/enroll in the RAS Activity(ies), complete the activity(ies).
- 6) Make a follow-up appointment with your Onsite RN Health Coach to discuss your progress and have your Onsite RN Health Coach sign your Certificate of Achievement.
- 7) Forward your Certificate of Achievement to:

Debbie Wissbeck at HEALICS,
8919 W. Heather Ave, Milwaukee, WI 53224

Scan and email to RAS@Healics.com, or
Fax to (414) 375-1639

IMPORTANT: Please keep a copy of the Certificate for your records.

After your RAS has been completed:

EBC will receive an update from Healics showing that the employee has qualified to move to a different contribution level (Standard, Bronze, Silver or Gold). The adjustment will be made within a month of the wellness nurse issuing the completed RAS certificate, EBC will move you to the new level and you will receive an HRA contribution adjustment for the difference between the level you started in (Tobacco, Standard, Bronze or Silver) and the new level (Standard, Bronze, Silver or Gold), that have already been paid retroactive to January 1, 2015.

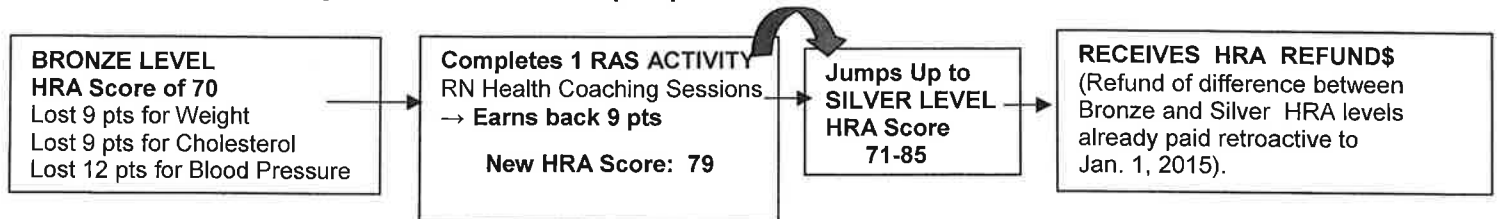
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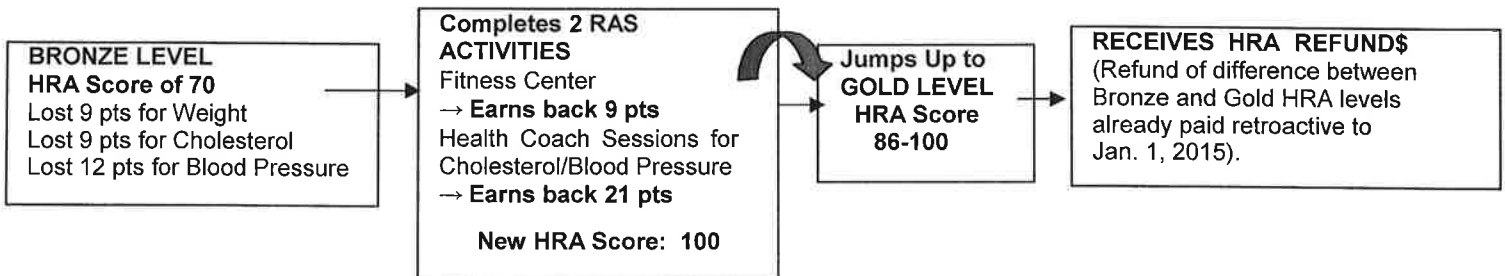
HOW THE REASONABLE ALTERNATIVE STANDARD (RAS) WORKS

EXAMPLES

1. Employee starting in Bronze Level “Jumps Up” to Silver Level.



2. Employee starting in Bronze Level “Jumps Up” to Gold Level.



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Treasurer

1. ACTION - Review and approval or rejection of offers for tax deed properties:
(No Auction sales this month, all Municipal interest)

Interested Municipality = City of Green Bay

OFFER

- | | | | |
|----|----------------|--------------------|--------------|
| a. | Parcel 14-225 | 1343 E. Walnut St. | \$ 8,699.18 |
| b. | Parcel 18-1211 | 828 Lark St. | \$ 10,444 |
| c. | Parcel 6-211-1 | 1728 Carriage Ct. | \$ 20,989.20 |

Interested Municipality = Village of Allouez

OFFER

- | | | | |
|----|-----------------|-----------------------------------|--------------|
| d. | Parcel AL-125-7 | 3245 Riverside Drive - Vacant lot | \$ 24,139.44 |
| e. | Parcel AL-125-8 | 3241 Riverside Drive - Vacant lot | \$ 22,628.08 |

Interested Municipality = Village of Hobart

OFFER

- | | | | |
|----|-----------------|------------------------|--------------|
| a. | Parcel HB-679-3 | 4229 N. Pine Tree Road | \$ 14,204.15 |
|----|-----------------|------------------------|--------------|